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ABSTRACT

Minority employment surveys in the Federal Government are conducted as a part of the overall equal employment opportunity program under Executive Order 11478 issued by the President on August 8, 1969. Data in this report are based on a census of minority group employment in the Federal Government as of May 31, 1970. The census included Negroes, Spanish-surnamed persons, American Indians, Orientals, and in Alaska, Aleuts and Eskimos. Geographically, the survey covered all states (except Hawaii), foreign countries, and United States territories (except the Commonwealth of Puerto Rico). Foreign nationals overseas were excluded, as were all Federal civilian employees not in a full-time status as of May 31, 1970. Data in this report represent world-wide agency summaries, and there intended only as an indicator of overall changes in the status of employment among minority groups at the agency level. Although total Federal civilian employment decreased by nearly 8700 positions from November 1969 to May 1970, minority group employees in Federal jobs increased by nearly 1400. There are now 501,900 minority group employees, comprising 19.4 percent of the 2,593,000 full-time Federal employees, up from 19.2 percent in Nov. 1969. (Author/JM)

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MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT

MAY 31, 1970

Prepared by

U.S. CIVIL SERVICE COMMISSION

VJ011695

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Introduction

Background

Minority employment surveys in the Federal Government are conducted as a part of the overall equal employment opportunity program under Executive Order 11478 issued by the President on August 8, 1969. This Order places renewed emphasis on the Government's commitment to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin.

Under the leadership of the Civil Service Commission, heads of departments and agencies are directed by Executive Order 11478 to:

- Provide adequate resources to positively administer the equal employment opportunity program.

- Recruit job candidates from all sources.

- Fully utilize the present skills of employees.

- Improve and maximally utilize employee potential to enhance upward mobility.

- Train and advise supervisors to assure understanding and implementation of the Executive Order.

- Participate in community efforts to improve conditions which affect employability.

- Implement a system for periodically evaluating the effectiveness with which the policy of the Order is being carried out.

- Encourage informal resolution of employee problems through equal employment opportunity counseling and provide for prompt, fair, and impartial processing of complaints of discrimination.

In November 1970, the President gave added impetus to a segment of the equal employment opportunity effort when he announced a sixteen-point program to assist Spanish-surnamed American citizens interested in joining the Federal civilian service. Among the areas outlined for action under that program are:

- Appoint a full-time official in the Civil Service Commission to provide advice and assistance on matters relating to the Spanish-surnamed population.

- Intensify efforts directed at Spanish-surnamed persons by: recruiting for public contact positions; recruiting from colleges having predominantly Spanish-speaking enrollments; and recruitment into colleges' Cooperative Education Programs for eventual placement on the Federal Service Entrance Examination register.

- Through summer employment in Federal agencies, provide high school and college teachers from Spanish-speaking areas with an understanding of the Federal Government, as well as make known the job opportunities available.

- Emphasize to Federal agencies the availability of selective placement on bilingual basis so Spanish-speaking persons on examination registers may be reached for employment.

- Provide training programs on EEO for Federal managers, with emphasis on understanding the program being directed at problems of the Spanish-speaking.

- Work with other Federal agencies which administer programs dealing with the Spanish-speakig population to enhance employment opportunities, including exploration with the Department of Labor of the feasibility of establishing an Intergovernmental Training Facility to promote Federal, State, and local careers.

- Collect EEO data from Federal agencies and broaden its analysis to bring out special information relating to employment and upward mobility of Spanish-surnamed persons.

Coverage

Data in this report are based on a census of minority group employment in the Federal Government as of May 31, 1970. The census included Negroes, Spanish-surnamed persons, American Indians, Orientals, and in Alaska, Aleuts and Eskimos. Geographically, the survey covered all states (except Hawaii), foreign countries, and United States territories (except the Commonwealth of Puerto Rico). Foreign nationals overseas were excluded, as were all Federal civilian employees not in a full-time status as of May 31, 1970.

It should also be noted that data in this report represent world-wide agency summaries and are therefore intended only as an indicator of overall changes in the status of employment among minority groups at the agency level. This contrasts with the more detailed data in the publication containing the November 1969 data. The title of that publication is: Study of Minority Group Employment in the Federal Government, 1969 (SM 70-69B).

Determination of Minority Group Status

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each employee considers himself to be or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Availability of Survey Results

The present report, as well as those for earlier years, are available for reference in the Civil Service Commission library, as well as in Government depository libraries, and other libraries throughout the Nation.

HIGHLIGHTS - MAJOR CHANGES SINCE NOVEMBER 1969

- Although total Federal civilian employment decreased by nearly 8,700 positions from November 1969 to May 1970, minority group employees in Federal jobs increased by nearly 1,400. There are now 501,900 minority group employees. They comprise 19.4 percent of the 2,593,000 full-time Federal employees, up from 19.2 percent in November 1969.

- Of the 2.6 million Federal employees, 15.0 percent are Negroes, 2.9 percent are Spanish-Surnamed, 0.7 percent are American Indians, and 0.8 percent are Oriental Americans. For two of these groups (Spanish-surnamed and American Indian), percentages in May 1970 were slightly higher than in November 1969.

- American Indians accounted for 968 (72%) of the net gain in minority employment. Relatively smaller increases occurred in Spanish-surnamed (377) and Negro (104) employees. Oriental Americans decreased by 86.

- Minority group employment under the General Schedule and similar systems showed the largest increase, 4,445, even though net General Schedule employment increased by only 3,204. Further examination of these data reveals a higher representation of minorities in all General Schedule grade groupings. There are now some 600 more minority group employees in grades 1-4 than in November 1969, 3,000 more in grades 5-8, 110 more in grades 9-11, 491 more in grades 12-13, 185 more in grades 14-15, and 14 more in grades 16-18.

- Negro employees paid General Schedule and similar rates increased by approximately 3,000. Slightly more than 2,500 of these were in grades 5 through 8.

- Spanish-surnamed employees paid General Schedule and similar rates increased by 621. More than half (53.3 percent) of this increase occurred in grades 5 through 8.

- Almost 10% (437) of the increase among minority group employees under General Schedule and similar pay plans occurred at grade 13 and above.

- At grades 16-18, minority employees increased from 97 to 111 during the 6-month period November 1969 to May 1970. During the 2-year period from November 1967 to November 1969, minority employment in grades 16-18 increased by 10.

- The net gain of 14 jobs at the 16-18 level by minority group employees occurred as follows: Among Negroes there was a gain of 12. Spanish-surnamed employees gained 3. There was a decrease of one for American Indians.

- Under "other pay systems," minority employment in positions paying $24,000 per annum or more rose from 109 to 156, including an increase of 23 positions in the top salary brackets at $30,000 and over.

- In those General Schedule and similar grade groupings where both minority and non-minority employment increased, gains by minority group employees occurred at relatively faster rates than those for non-minority employees. This is due in part to the relative difference in the size of the two groups.

- In Federal pay systems other than the General Schedule the situation was mixed. For example:

  - Increases, although slight, were reported in total minority employment in the Postal Field Service in the better paying jobs at PFS-6 and above.

  - There was a decrease in total employment under wage systems (blue-collar jobs), but the percentage of the decrease was slightly lower among minority employees than among non-minorities.

  - The proportion of jobs held by minorities under "other pay systems" increased. (This category includes Foreign Service, Tennessee Valley Authority, Atomic Energy Commission, and others.)

GENERAL FINDINGS

As of May 31, 1970, full-time employment in the Federal Government totaled 2,592,956. This is 8,655 less than on November 30, 1969. Increases were reported for the Postal Field Service (3,634), General Schedule and similar (3,204), and all other pay plans (965). These were more than offset by the 16,458 fewer Wage Systems employees.

The overall decrease of 8,655 since November 1969 in Federal employment was primarily due to the 37,400 decrease in the Department of Defense. Most departments and agencies, however, showed a slight increase in employment. Among the Executive departments, for example, the larger increases were reported by Treasury (8,405), Post Office (3,821), Transportation (3,255), and Interior (3,158). About 2,000 each were added at Justice and Health, Education, and Welfare, and 1,000 at Commerce. The total increases shown by these 7 departments was 23,442 of which nearly a fourth (24.6 percent) were members of a minority group.

Since November 30, 1969, Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans as a group increased by 1,363 to 501,871. They now comprise 19.4 percent of the full-time Federal work force, up from 19.2 percent in November 1969. American Indians accounted for 968 of the net gain in minority employment. Relatively smaller increases were shown by Spanish-surnamed (377), and Negro (104) employees; a decrease of 86 occurred in Oriental employment.

The largest actual increase in minority employment was among those under the General Schedule and similar pay plans (4,445). In the Postal Field Service, gains of 266 were reported, and 477 in all other pay plans. Minority group employees under Wage Systems decreased by 3,825. Changes for total and minority group employees paid General Schedule and similar rates are summarized below.

CHANGE FROM NOVEMBER 1969 TO MAY 1970 IN EMPLOYMENT UNDER THE GENERAL SCHEDULE AND SIMILAR PAY SYSTEMS, BY GRADE GROUPING

Grade Grouping	Total Employment	Minority Group Employment				
		Total Minority	Negro	Spanish-Surnamed	American Indian	Oriental
Total, General Schedule and Similar	3,204	4,445	3,001	621	728	95
GS 1 - 4	-3,727	602	1	78	604	- 81
GS 5 - 8	5,532	3,043	2,555	331	108	49
GS 9 - 11	-3,063	110	- 46	115	7	34
GS 12 - 13	2,459	491	353	82	4	52
GS 14 - 15	1,851	185	126	12	6	41
GS 16 - 18	152	14	12	3	- 1	0

Of the 4,445 increase under the General Schedule, 3,043, or 68 percent was in grades 5 through 8. This is largely a reflection of new hires (some of whom are seasonal) and promotions of those already on the rolls.

The larger relative rates of growth for minority group employees under General Schedule and similar plans occurred in grade groupings 12-13 (5.3 percent), 14-15 (8.4 percent), and 16-18 (14.4 percent). For these groupings, the actual increases were 491,185, and 14, respectively.

Under Wage Systems, minority group employment was 3,825, or 2.5 percent less than in November 1969. This decrease occurred in the range $7,999 per annum and below, and centered in the $5,500 to $7,000 group. Minority group employees earning $8,000 to $14,000 increased by 8,524, or 27.3 percent. At $14,000 and above, however, minorities decreased by 65. This lowered their percentage at $14,000 and above from about 0.2 percent in November 1969 to 0.1 percent in May 1970.

The overall increase in minority group employment in the Postal Field Service was slight -- less than 300. While minorities at levels 6 to 19 numbered 1,187 more (1,092 were at levels 6 to 9), there were 921 fewer at levels 1 to 5.

The net change in minority group employment under "other pay systems" (i.e., Foreign Service, TVA, AEC, etc.) was less than 500. More than half of this increase was at and below the $6,500 per annum level; another 22 percent of the increase was in the $10,000 to $14,000 group. At $24,000 and above, minority group employment increased from 109 to 156, including an increase of 23 positions at $30,000 and over.

PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE, BY SELECTED AGENCY, AS OF MAY 31, 1970

Agency	Total Work Force		Total Minority Component		Negro Component		Spanish Surnamed Component	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All agencies	2,592,956	100.00a/	501,871	100.00a/	389,355	100.00a/	73,968	100.00a/
Department of:								
Defense	1,052,288	40.58	176,676	35.20	119,568	30.71	42,433	57.37
Post Office	706,563	27.25	159,723	31.83	136,696	35.11	17,820	24.09
Health, Education, and Welfare	104,131	4.02	26,373	5.25	21,989	5.65	1,209	1.63
Treasury	93,478	3.61	15,906	3.17	13,699	3.52	1,525	2.06
Agriculture	86,526	3.34	7,369	1.47	5,017	1.29	1,545	2.09
Interior	66,331	2.56	14,395	2.87	3,474	.89	1,350	1.83
Transportation	62,278	2.40	5,216	1.04	3,887	1.00	676	.91
Justice	37,459	1.44	4,476	.89	3,431	.88	844	1.14
Commerce	28,042	1.08	5,197	1.04	4,684	1.20	189	.26
State	21,373	.82	3,487	.69	2,764	.71	487	.66
Housing and Urban Development	14,224	.55	2,968	.59	2,640	.68	186	.25
Labor	10,136	.39	2,918	.58	2,671	.69	168	.23
Selected agencies:								
Veterans Administration	147,441	5.69	43,326	8.63	38,761	9.96	3,105	4.20
General Services Administration	37,318	1.44	15,222	3.03	13,842	3.56	908	1.23
National Aeronautics & Space Adm.	32,141	1.24	1,436	.29	970	.25	237	.32
Tennessee Valley Authority	21,774	.84	1,672	.33	1,622	.42	10	.01
Government Printing Office	7,498	.29	3,675	.73	3,621	.93	35	.05
Atomic Energy Commission	7,081	.27	672	.13	370	.10	257	.35
Selective Service System	6,509	.25	586	.12	425	.11	112	.15
Civil Service Commission	5,183	.20	1,382	.28	1,219	.31	123	.17
General Accounting Office	4,422	.17	680	.14	628	.16	29	.04
Small Business Administration	4,095	.16	658	.13	511	.13	106	.14
Office of Economic Opportunity	2,384	.09	894	.18	780	.20	86	.12
Interstate Commerce Commission	1,734	.07	367	.07	357	.09	5	.01
Federal Communications Commission	1,494	.06	294	.06	275	.07	13	.02
Federal Trade Commission	1,262	.05	251	.05	242	.06	4	.01
Federal Power Commission	1,060	.04	237	.05	218	.06	6	.01
Equal Employment Opportunity Comm.	708	.03	419	.08	345	.09	64	.09
Commission on Civil Rights	132	.01	88	.02	74	.02	14	.02
All other agencies	27,891	1.08	5,308	1.06	4,575	1.18	422	.57

a/ Components may not add to 100.00 percent because of rounding.

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1970 MINORITY GROUP STUDY

TABLE 1-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,592,956	389,355	15.0	73,968	2.9	17,446	.7	21,102	.8	2,091,085	80.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,292,310	140,919	10.9	24,302	1.9	10,480	.8	10,469	.8	1,106,140	85.6
GS- 1 THRU 4	308,315	67,253	21.8	9,258	3.0	5,655	1.8	1,912	.6	224,237	72.7
GS- 5 THRU 8	372,939	50,392	13.5	8,186	2.2	2,724	.7	2,976	.8	308,661	82.8
GS- 9 THRU 11	318,077	16,272	5.1	4,663	1.5	1,472	.5	3,165	1.0	292,505	92.0
GS-12 THRU 13	215,720	5,723	2.7	1,700	.8	477	.2	1,836	.9	205,984	95.5
GS-14 THRU 15	71,788	1,204	1.7	478	.7	146	.2	567	.8	69,393	96.7
GS-16 THRU 18	5,471	75	1.4	17	.3	6	.1	13	.2	5,360	98.0
TOTAL WAGE SYSTEMS.....	543,912	109,019	20.0	31,155	5.7	5,477	1.0	6,268	1.2	391,993	72.1
UP THRU $5,499	39,321	19,019	48.4	3,292	8.4	456	1.2	374	1.0	16,180	41.1
$ 5,500 THRU $ 6,999	124,597	43,932	35.3	8,891	7.1	1,908	1.5	1,252	1.0	68,614	55.1
$ 7,000 THRU $ 7,999	116,151	21,522	18.5	8,851	7.6	1,332	1.1	1,172	1.0	83,274	71.7
$ 8,000 THRU $ 8,999	116,294	14,037	12.1	5,984	5.1	925	.8	1,054	.9	94,294	81.1
$ 9,000 THRU $ 9,999	77,078	7,216	9.4	2,929	3.8	452	.6	1,495	1.9	64,986	84.3
$10,000 THRU $13,999	65,909	3,196	4.8	1,164	1.8	382	.6	882	1.3	60,285	91.5
$14,000 THRU $17,999	3,855	87	2.3	40	1.0	19	.5	37	1.0	3,672	95.3
$18,000 AND OVER	707	10	1.4	4	.6	3	.4	2	.3	688	97.3
TOTAL POSTAL FIELD SERVICE.....	703,938	136,214	19.4	17,808	2.5	1,271	.2	3,918	.6	544,727	77.4
PFS- 1 THRU 5*	595,931	123,067	20.7	16,039	2.7	1,064	.2	3,233	.5	452,528	75.9
PFS- 6 THRU 9	86,852	12,266	14.1	1,600	1.8	178	.2	616	.7	72,192	83.1
PFS-10 THRU 12	15,925	680	4.3	133	.8	26	.2	51	.3	15,035	94.4
PFS-13 THRU 16	4,683	187	4.0	33	.7	3	.1	17	.4	4,443	94.9
PFS-17 THRU 19	507	12	2.4	3	.6			1	.2	491	96.8
PFS-20 THRU 21	40	2	5.0							38	95.0
TOTAL OTHER PAY SYSTEMS	52,796	3,203	6.1	703	1.3	218	.4	447	.8	48,225	91.3
UP THRU $6,499	8,547	1,498	17.5	200	2.3	165	1.9	45	.5	6,639	77.7
$ 6,500 THRU $ 9,999	16,574	1,031	6.2	230	1.4	25	.2	196	1.2	15,092	91.1
$10,000 THRU $13,999	10,610	325	3.1	115	1.1	14	.1	89	.8	10,067	94.9
$14,000 THRU $17,999	6,182	138	2.2	62	1.0	8	.1	50	.8	5,924	95.8
$18,000 THRU $25,999	6,887	141	2.0	73	1.1	3		54	.8	6,616	96.1
$26,000 AND OVER	3,996	70	1.8	23	.6	3	.1	13	.3	3,887	97.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 1-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,592,956	389,355	15.0	73,968	2.9	17,446	.7	21,102	.8	2,091,085	80.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,292,310	140,919	10.9	24,302	1.9	10,480	.8	10,469	.8	1,106,140	85.6
GS- 1	1,971	940	47.7	108	5.5	26	1.3	7	.4	890	45.2
GS- 2	24,020	7,419	30.9	624	2.6	509	2.1	110	.5	15,358	63.9
GS- 3	111,175	27,090	24.4	3,649	3.3	2,342	2.1	658	.6	77,436	69.7
GS- 4	171,149	31,804	18.6	4,877	2.8	2,778	1.6	1,137	.7	130,553	76.3
GS- 5	154,323	25,752	16.7	3,987	2.6	1,490	1.0	1,213	.8	121,881	79.0
GS- 6	78,302	11,070	14.1	1,493	1.9	349	.4	577	.7	64,813	82.8
GS- 7	112,590	10,954	9.7	2,296	2.0	811	.7	949	.8	97,580	86.7
GS- 8	27,724	2,616	9.4	410	1.5	74	.3	237	.9	24,387	88.0
GS- 9	151,306	9,565	6.3	2,706	1.8	884	.6	1,495	1.0	136,656	90.3
GS-10	18,428	678	3.7	190	1.0	35	.2	189	1.0	17,336	94.1
GS-11	148,343	6,029	4.1	1,767	1.2	553	.4	1,481	1.0	138,513	93.4
GS-12	122,348	3,501	2.9	1,081	.9	292	.2	1,124	.9	116,350	95.1
GS-13	93,372	2,222	2.4	619	.7	185	.2	712	.8	89,634	96.0
GS-14	45,227	811	1.8	315	.7	108	.2	383	.8	43,610	96.4
GS-15	26,561	393	1.5	163	.6	38	.1	184	.7	25,783	97.1
GS-16	3,819	50	1.3	9	.2	4	.1	9	.2	3,747	98.1
GS-17	1,161	17	1.5	7	.6	2	.2	2	.2	1,133	97.6
GS-18	491	8	1.6	1	.2			2	.4	480	97.8

1970 MINORITY GROUP STUDY

TABLE 1-3

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	543,912	109,019	20.0	31,155	5.7	5,477	1.0	6,268	1.2	391,993	72.1
UP THRU $ 4,999	18,520	10,535	56.9	1,849	10.0	138	.7	256	1.4	5,742	31.0
$ 5,000-$ 5,499	20,801	8,484	40.8	1,443	6.9	318	1.5	118	.6	10,438	50.2
$ 5,500-$ 5,999	28,889	11,800	40.8	2,871	9.9	555	1.9	248	.9	13,415	46.4
$ 6,000-$ 6,499	42,940	15,785	36.8	2,678	6.2	611	1.4	461	1.1	23,405	54.5
$ 6,500-$ 6,999	52,768	16,347	31.0	3,342	6.3	742	1.4	543	1.0	31,794	60.3
$ 7,000-$ 7,999	116,151	21,522	18.5	8,851	7.6	1,332	1.1	1,172	1.0	83,274	71.7
$ 8,000-$ 8,999	116,294	14,037	12.1	5,984	5.1	925	.8	1,054	.9	94,294	81.1
$ 9,000-$ 9,999	77,078	7,216	9.4	2,929	3.8	452	.6	1,495	1.9	64,986	84.3
$10,000-$11,999	47,628	2,721	5.7	915	1.9	262	.6	687	1.4	43,043	90.4
$12,000-$13,999	18,281	475	2.6	249	1.4	120	.7	195	1.1	17,242	94.3
$14,000-$15,999	3,064	78	2.5	35	1.1	12	.4	35	1.1	2,904	94.8
$16,000-$17,999	791	9	1.1	5	.6	7	.9	2	.3	768	97.1
$18,000-$19,999	479	9	1.9	1	.2	3	.6	1	.2	465	97.1
$20,000-$21,999	145	1	.7	2	1.4			1	.7	141	97.2
$22,000-$23,999	67									67	100.0
$24,000-$25,999	10			1	10.0					9	90.0
$26,000-$27,999	4									4	100.0
$28,000-$29,999	2									2	100.0
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-4

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL POSTAL FIELD SERVICE.....	703,938	136,214	19.4	17,808	2.5	1,271	.2	3,918	.6	544,727	77.4
PFS- 1	568	290	51.1	16	2.8	6	1.1	5	.9	251	44.2
PFS- 2	4,105	1,941	47.3	197	4.8	12	.3	53	1.3	1,902	46.3
PFS- 3	27,711	3,651	13.2	496	1.8	146	.5	93	.3	23,325	84.2
PFS- 4	61,019	27,823	45.6	2,679	4.4	70	.1	381	.6	30,066	49.3
PFS- 5	464,692	89,286	19.2	12,456	2.7	741	.2	2,687	.6	359,522	77.4
PFS- 6	43,469	9,105	20.9	1,123	2.6	69	.2	409	.9	32,763	75.4
PFS- 7	13,252	762	5.8	134	1.0	56	.4	43	.3	12,257	92.5
PFS- 8	19,401	2,004	10.3	248	1.3	28	.1	138	.7	16,983	87.5
PFS- 9	10,730	395	3.7	95	.9	25	.2	26	.2	10,189	95.0
PFS-10	9,035	374	4.1	87	1.0	15	.2	35	.4	8,524	94.3
PFS-11	4,280	175	4.1	31	.7	7	.2	9	.2	4,058	94.8
PFS-12	2,610	131	5.0	15	.6	4	.2	7	.3	2,453	94.0
PFS-13	1,435	60	4.2	7	.5			4	.3	1,364	95.1
PFS-14	1,376	69	5.0	11	.8			7	.5	1,289	93.7
PFS-15	1,220	46	3.8	7	.6	2	.2	6	.5	1,159	95.0
PFS-16	652	12	1.8	8	1.2	1	.2			631	96.8
PFS-17	294	8	2.7	3	1.0					283	96.3
PFS-18	153	4	2.6							149	97.4
PFS-19	60							1	1.7	59	98.3
PFS-20	25	2	8.0							23	92.0
PFS-21	15									15	100.0
4TH CLASS POSTMASTERS,	6,977	17	.2	107	1.5	37	.5	2		6,814	97.7
RURAL CARRIERS	30,859	59	.2	88	.3	52	.2	12		30,648	99.3

1970 MINORITY GROUP STUDY

TABLE 1-5

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	52,796	3,203	6.1	703	1.3	218	.4	447	.8	48,225	91.3
UP THRU $ 4,999	3,349	834	24.9	133	4.0	151	4.5	12	.4	2,219	66.3
$ 5,000-$ 5,499	1,107	158	14.3	28	2.5	3	.3	13	1.2	905	81.8
$ 5,500-$ 5,999	1,743	354	20.3	21	1.2	5	.3	12	.7	1,351	77.5
$ 6,000-$ 6,499	2,348	152	6.5	18	.8	6	.3	8	.3	2,164	92.2
$ 6,500-$ 6,999	4,001	293	7.3	52	1.3	5	.1	64	1.6	3,587	89.7
$ 7,000-$ 7,999	5,311	269	5.1	80	1.5	14	.3	53	1.0	4,895	92.2
$ 8,000-$ 8,999	3,779	275	7.3	54	1.4	4	.1	47	1.2	3,399	89.9
$ 9,000-$ 9,999	3,483	194	5.6	44	1.3	2	.1	32	.9	3,211	92.2
$10,000-$11,999	6,905	246	3.6	86	1.2	10	.1	57	.8	6,506	94.2
$12,000-$13,999	3,705	79	2.1	29	.8	4	.1	32	.9	3,561	96.1
$14,000-$15,999	2,990	61	2.0	33	1.1	6	.2	26	.9	2,864	95.8
$16,000-$17,999	3,192	77	2.4	29	.9	2	.1	24	.8	3,060	95.9
$18,000-$19,999	2,079	39	1.9	17	.8	1		17	.8	2,005	96.4
$20,000-$21,999	2,190	47	2.1	25	1.1	2	.1	21	1.0	2,095	95.7
$22,000-$23,999	1,350	30	2.2	17	1.3			8	.6	1,295	95.9
$24,000-$25,999	1,268	25	2.0	14	1.1			8	.6	1,221	96.3
$26,000-$27,999	593	17	2.9	2	.3			1	.2	573	96.6
$28,000-$29,999	747	7	.9	2	.3	1	.1	3	.4	734	98.3
$30,000 AND OVER	2,656	46	1.7	19	.7	2	.1	9	.3	2,580	97.1

MINORITY GROUP STUDY

TABLE 1-6

SUMMARY OF TOTAL, ALEUT, AND ESKIMO EMPLOYMENT IN ALASKA
UNDER ALL PAY SYSTEMS, AND GENERAL SCHEDULE AND SIMILAR SYSTEMS
FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	ALEUT		ESKIMO	
		NUMBER	PCT	NUMBER	PCT
TOTAL, ALL PAY SYSTEMS.	13,750	239	1.7	701	5.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,592	72	0.9	296	3.9
GS- 1	90	14	15.6	38	42.2
GS- 2	311	7	2.3	27	8.7
GS- 3	783	18	2.3	107	13.7
GS- 4	1,053	14	1.3	47	4.5
GS- 5	820	8	1.0	29	3.5
GS- 6	305	4	1.3	14	4.6
GS- 7	609	4	0.7	9	1.5
GS- 8	119	...	...	4	3.4
GS- 9	989	2	0.2	11	1.1
GS-10	173	...	...	4	2.3
GS-11	972	1	0.1	3	0.3
GS-12	791	...	...	1	0.1
GS-13	399	...	...	2	0.5
GS-14	137	...	...	...	...
GS-15	35	...	...	...	...
GS-16	3	...	...	...	...
GS-17	2	...	...	...	...
GS-18	1	...	...	...	...

MINORITY GROUP STUDY
SUMMARY OF TOTAL, ALEUT, AND ESKIMO EMPLOYMENT
UNDER WAGE SYSTEMS IN ALASKA
FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

TABLE 1-7

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	ALEUT		ESKIMO	
		NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	4,837	143	3.0	320	6.6
Less than $ 5,000	14	...	...	1	7.1
$ 5,000 - $ 5,499	...	...	...	...	...
$ 5,500 - $ 5,999	...	...	...	...	...
$ 6,000 - $ 6,499	1	...	...	...	...
$ 6,500 - $ 6,999	1	...	...	...	...
$ 7,000 - $ 7,999	94	11	11.7	34	36.2
$ 8,000 - $ 8,999	488	41	8.4	83	17.0
$ 9,000 - $ 9,999	312	14	4.5	53	17.0
$10,000 - $11,999	928	46	5.0	70	7.5
$12,000 - $13,999	2,017	26	1.3	58	2.9
$14,000 - $15,999	537	3	0.6	15	2.8
$16,000 - $17,999	232	2	0.9	6	2.6
$18,000 - $19,999	185	...	...	...	...
$20,000 - $21,999	25	...	...	...	...
$22,000 - $23,999	2	...	...	...	...
$24,000 - $25,999	...	...	...	...	...
$26,000 - $27,999	1	...	...	...	...
$28,000 - $29,999	...	...	...	...	...
$30,000 and over	...	...	...	...	...

MINORITY GROUP STUDY

TABLE 1-8

POSTAL FIELD SERVICE SUMMARY OF TOTAL,
ALEUT, AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	ALEUT		ESKIMO	
		NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	865	22	2.5	79	9.1
Level 1	...	...	...	...	...
Level 2	5	...	...	3	60.0
Level 3	69	5	7.2	9	13.0
Level 4	12	...	...	2	16.7
Level 5	511	4	0.8	26	5.1
Level 6	51	1	2.0	3	5.9
Level 7	30	3	10.0	...	...
Level 8	30	...	...	2	6.7
Level 9	19	...	...	3	15.8
Level 10	6	...	...	...	...
Level 11	3	...	...	...	...
Level 12	4	1	25.0	...	...
Level 13	1	...	...	...	...
Level 14	1	...	...	...	...
Level 15	3	...	...	...	...
Level 16	3	...	...	...	...
Level 17	...	...	...	...	...
Level 18	...	...	...	...	...
Level 19	...	...	...	...	...
Level 20	...	...	...	...	...
Level 21	...	...	...	...	...
4th Class Postmasters	114	8	7.0	31	27.2
Rural Mail Carriers	3	...	...	...	...

MINORITY GROUP STUDY
SUMMARY OF TOTAL, ALEUT, AND ESKIMO EMPLOYMENT
UNDER OTHER PAY SYSTEMS IN ALASKA
FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

TABLE 1-9

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	ALEUT		ESKIMO	
		NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	456	2	0.4	6	1.3
Less than $ 5,000	4	...	...	...	...
$ 5,000 - $ 5,499	...	...	...	...	...
$ 5,500 - $ 5,999	3	...	...	...	...
$ 6,000 - $ 6,499	4	...	...	3	75.0
$ 6,500 - $ 6,999	3	...	...	...	...
$ 7,000 - $ 7,999	26	...	...	...	...
$ 8,000 - $ 8,999	13	...	...	...	...
$ 9,000 - $ 9,999	100	...	...	3	3.0
$10,000 - $11,999	105	1	1.0	...	...
$12,000 - $13,999	62	...	...	...	...
$14,000 - $15,999	67	1	1.5	...	...
$16,000 - $17,999	35	...	...	...	...
$18,000 - $19,999	19	...	...	...	...
$20,000 - $21,999	7	...	...	...	...
$22,000 - $23,999	6	...	...	...	...
$24,000 - $25,999	1	...	...	...	...
$26,000 - $27,999	...	...	...	...	...
$28,000 - $29,999	1	...	...	...	...
$30,000 and over	...	...	...	...	...

1970 MINORITY GROUP STUDY

TABLE 1-10

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,373	2,764	12.9	487	2.3	30	.1	206	1.0	17,886	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,969	1,803	30.2	128	2.1	18	.3	62	1.0	3,958	66.3
GS- 1 THRU 4	858	451	52.6	28	3.3	3	.3	2	.2	374	43.6
GS- 5 THRU 8	2,361	1,048	44.4	55	2.3	14	.6	34	1.4	1,210	51.2
GS- 9 THRU 11	1,086	235	21.6	28	2.6	1	.1	19	1.7	803	73.9
GS-12 THRU 13	822	60	7.3	10	1.2			3	.4	749	91.1
GS-14 THRU 15	802	8	1.0	6	.7			4	.5	784	97.8
GS-16 THRU 18	40	1	2.5	1	2.5					38	95.0
TOTAL WAGE SYSTEMS.....	322	168	52.2	103	32.0			1	.3	50	15.5
UP THRU $5,499	28	1	3.6	26	92.9					1	3.6
$ 5,500 THRU $ 6,999	91	43	47.3	38	41.8			1	1.1	9	9.9
$ 7,000 THRU $ 7,999	87	49	56.3	20	23.0					18	20.7
$ 8,000 THRU $ 8,999	64	41	64.1	15	23.4					8	12.5
$ 9,000 THRU $ 9,999	35	22	62.9	4	11.4					9	25.7
$10,000 THRU $13,999	17	12	70.6							5	29.4
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15,082	793	5.3	256	1.7	12	.1	143	.9	13,878	92.0
UP THRU $6,499	129	34	26.4					1	.8	94	72.9
$ 6,500 THRU $ 9,999	3,157	336	10.6	82	2.6	7	.2	42	1.3	2,690	85.2
$10,000 THRU $13,999	3,969	196	4.9	66	1.7	1		37	.9	3,669	92.4
$14,000 THRU $17,999	2,523	86	3.4	37	1.5	2	.1	23	.9	2,375	94.1
$18,000 THRU $25,999	3,368	94	2.8	56	1.7	1		36	1.1	3,181	94.4
$26,000 AND OVER	1,936	47	2.4	15	.8	1	.1	4	.2	1,869	96.5

1970 MINORITY GROUP STUDY

TABLE 1-11

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	93,478	13,699	14.7	1,525	1.6	91	.1	591	.6	77,572	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	87,992	10,787	12.3	1,312	1.5	89	.1	545	.6	75,259	85.5
GS- 1 THRU 4	25,184	6,016	23.9	505	2.0	26	.1	105	.4	18,532	73.6
GS- 5 THRU 8	23,942	3,353	14.0	379	1.6	28	.1	184	.8	19,998	83.5
GS- 9 THRU 11	19,857	958	4.8	289	1.5	20	.1	127	.6	18,463	93.0
GS-12 THRU 13	15,101	410	2.7	129	.9	14	.1	113	.7	14,435	95.6
GS-14 THRU 15	3,561	50	1.4	10	.3	1		16	.4	3,484	97.8
GS-16 THRU 18	347									347	100.0
TOTAL WAGE SYSTEMS.....	5,119	2,889	56.4	202	3.9	2		45	.9	1,981	38.7
UP THRU $5,499	473	408	86.3	14	3.0			1	.2	50	10.6
$ 5,500 THRU $ 6,999	1,870	1,451	77.6	27	1.4			10	.5	382	20.4
$ 7,000 THRU $ 7,999	1,147	615	53.6	59	5.1			8	.7	465	40.5
$ 8,000 THRU $ 8,999	574	175	30.5	86	15.0			14	2.4	299	52.1
$ 9,000 THRU $ 9,999	304	114	37.5	2	.7	2	.7	9	3.0	177	58.2
$10,000 THRU $13,999	558	107	19.2	6	1.1			3	.5	442	79.2
$14,000 THRU $17,999	183	19	10.4	8	4.4					156	85.2
$18,000 AND OVER	10									10	100.0
TOTAL OTHER PAY SYSTEMS	367	23	6.3	11	3.0			1	.3	332	90.5
UP THRU $6,499	3	1	33.3							2	66.7
$ 6,500 THRU $ 9,999	202	21	10.4	1	.5					180	89.1
$10,000 THRU $13,999	71	1	1.4	2	2.8					68	95.8
$14,000 THRU $17,999	14			3	21.4			1	7.1	10	71.4
$18,000 THRU $25,999	40			5	12.5					35	87.5
$26,000 AND OVER	37									37	100.0

1970 MINORITY GROUP STUDY

TABLE 1-12

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,052,288	119,568	11.4	42,433	4.0	3,066	.3	11,609	1.1	875,612	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	618,492	48,125	7.8	14,354	2.3	1,177	.2	5,923	1.0	548,913	88.8
GS- 1 THRU 4	153,599	21,293	13.9	5,796	3.8	396	.3	1,266	.8	124,848	81.3
GS- 5 THRU 8	182,112	17,387	9.5	4,868	2.7	379	.2	1,683	.9	157,795	86.6
GS- 9 THRU 11	159,125	6,944	4.4	2,865	1.8	284	.2	1,799	1.1	147,233	92.5
GS-12 THRU 13	100,544	2,307	2.3	771	.8	101	.1	1,047	1.0	96,318	95.8
GS-14 THRU 15	22,036	191	.9	53	.2	16	.1	126	.6	21,650	98.2
GS-16 THRU 18	1,076	3	.3	1	.1	1	.1	2	.2	1,069	99.3
TOTAL WAGE SYSTEMS.....	427,540	71,137	16.6	28,012	6.6	1,858	.4	5,563	1.3	320,970	75.1
UP THRU $5,499	27,297	11,287	41.3	2,655	9.7	69	.3	344	1.3	12,942	47.4
$ 5,500 THRU $ 6,999	88,956	26,553	29.8	7,715	8.7	413	.5	1,041	1.2	53,234	59.8
$ 7,000 THRU $ 7,999	97,894	15,225	15.6	8,281	8.5	575	.6	1,034	1.1	72,779	74.3
$ 8,000 THRU $ 8,999	97,853	10,597	10.8	5,578	5.7	366	.4	935	1.0	80,377	82.1
$ 9,000 THRU $ 9,999	66,096	5,592	8.5	2,742	4.1	282	.4	1,421	2.1	56,059	84.8
$10,000 THRU $13,999	46,068	1,838	4.0	1,017	2.2	141	.3	757	1.6	42,315	91.9
$14,000 THRU $17,999	2,790	41	1.5	22	.8	11	.4	30	1.1	2,686	96.3
$18,000 AND OVER	586	4	.7	2	.3	1	.2	1	.2	578	98.6
TOTAL OTHER PAY SYSTEMS	6,256	306	4.9	67	1.1	31	.5	123	2.0	5,729	91.6
UP THRU $6,499	932	145	15.6	29	3.1	28	3.0	6	.6	724	77.7
$ 6,500 THRU $ 9,999	4,028	159	3.9	32	.8	2		103	2.6	3,732	92.7
$10,000 THRU $13,999	414	1	.2	4	1.0	1	.2	4	1.0	404	97.6
$14,000 THRU $17,999	219			2	.9			4	1.8	213	97.3
$18,000 THRU $25,999	250	1	.4					1	.4	248	99.2
$26,000 AND OVER	413							5	1.2	408	98.8

TABLE 1-13

1970 MINORITY GROUP STUDY

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,245	11,164	16.9	1,384	2.1	102	.2	372	.6	53,223	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	54,177	6,562	12.1	638	1.2	68	.1	302	.6	46,607	86.0
GS- 1 THRU 4	10,427	2,575	24.7	238	2.3	19	.2	45	.4	7,550	72.4
GS- 5 THRU 8	13,391	2,433	18.2	199	1.5	17	.1	92	.7	10,650	79.5
GS- 9 THRU 11	18,675	1,244	6.7	156	.8	23	.1	100	.5	17,152	91.8
GS-12 THRU 13	8,968	282	3.1	40	.4	7	.1	53	.6	8,586	95.7
GS-14 THRU 15	2,456	26	1.1	5	.2	2	.1	11	.4	2,412	98.2
GS-16 THRU 18	260	2	.8					1	.4	257	98.8
TOTAL WAGE SYSTEMS.....	11,952	4,591	38.4	746	6.2	34	.3	69	.6	6,512	54.5
UP THRU $5,499	1,508	1,230	81.6	41	2.7	7	.5	2	.1	228	15.1
$ 5,500 THRU $ 6,999	4,586	2,000	43.6	265	5.8	10	.2	15	.3	2,296	50.1
$ 7,000 THRU $ 7,999	2,849	722	25.3	280	9.8	9	.3	37	1.3	1,801	63.2
$ 8,000 THRU $ 8,999	1,642	439	26.7	108	6.6	5	.3	11	.7	1,079	65.7
$ 9,000 THRU $ 9,999	634	96	15.1	15	2.4	2	.3	2	.3	519	81.9
$10,000 THRU $13,999	720	102	14.2	37	5.1	1	.1	2	.3	578	80.3
$14,000 THRU $17,999	12	2	16.7							10	83.3
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	116	11	9.5					1	.9	104	89.7
UP THRU $6,499	22	11	50.0							11	50.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	9									9	100.0
$18,000 THRU $25,999	84							1	1.2	83	98.8
$26,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-14

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	373,562	42,182	11.3	13,626	3.6	924	.2	3,608	1.0	313,222	83.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	245,651	21,353	8.7	5,166	2.1	394	.2	2,586	1.1	216,152	88.0
GS- 1 THRU 4	59,943	9,517	15.9	2,021	3.4	133	.2	438	.7	47,834	79.8
GS- 5 THRU 8	78,189	7,816	10.0	1,775	2.3	147	.2	764	1.0	67,687	86.6
GS- 9 THRU 11	59,242	2,993	5.1	1,004	1.7	72	.1	847	1.4	54,326	91.7
GS-12 THRU 13	39,941	958	2.4	337	.8	38	.1	489	1.2	38,119	95.4
GS-14 THRU 15	8,026	68	.8	29	.4	4		48	.6	7,877	98.1
GS-16 THRU 18	310	1	.3							309	99.7
TOTAL WAGE SYSTEMS.....	125,979	20,699	16.4	8,426	6.7	504	.4	1,008	.8	95,342	75.7
UP THRU $5,499	6,479	3,102	47.9	834	12.9	39	.6	11	.2	2,493	38.5
$ 5,500 THRU $ 6,999	30,664	8,689	28.3	2,348	7.7	124	.4	160	.5	19,343	63.1
$ 7,000 THRU $ 7,999	30,782	4,753	15.4	2,066	6.7	126	.4	199	.6	23,638	76.8
$ 8,000 THRU $ 8,999	28,356	2,562	9.0	2,191	7.7	121	.4	170	.6	23,312	82.2
$ 9,000 THRU $ 9,999	16,040	986	6.1	677	4.2	60	.4	192	1.2	14,125	88.1
$10,000 THRU $13,999	12,651	585	4.6	307	2.4	32	.3	261	2.1	11,466	90.6
$14,000 THRU $17,999	891	22	2.5	3	.3	2	.2	15	1.7	849	95.3
$18,000 AND OVER	116									116	100.0
TOTAL OTHER PAY SYSTEMS	1,932	130	6.7	34	1.8	26	1.3	14	.7	1,728	89.4
UP THRU $6,499	398	90	22.6	27	6.8	26	6.5			255	64.1
$ 6,500 THRU $ 9,999	1,327	39	2.9	7	.5			13	1.0	1,268	95.6
$10,000 THRU $13,999	124	1	.8							123	99.2
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	20							1	5.0	19	95.0
$26,000 AND OVER	55									55	100.0

1970 MINORITY GROUP STUDY

TABLE 1-15

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	334,601	45,548	13.6	7,291	2.2	824	.2	5,630	1.7	275,368	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	162,507	12,982	8.0	1,940	1.2	235	.1	1,970	1.2	145,380	89.5
GS- 1 THRU 4	45,402	6,218	13.7	832	1.8	94	.2	531	1.2	37,727	83.1
GS- 5 THRU 8	42,241	4,570	10.8	547	1.3	68	.2	515	1.2	36,541	86.5
GS- 9 THRU 11	39,923	1,555	3.9	414	1.0	52	.1	532	1.3	37,370	93.6
GS-12 THRU 13	27,601	583	2.1	142	.5	16	.1	354	1.3	26,506	96.0
GS-14 THRU 15	7,011	56	.8	5	.1	4	.1	38	.5	6,908	98.5
GS-16 THRU 18	329					1	.3			328	99.7
TOTAL WAGE SYSTEMS.....	170,598	32,506	19.1	5,335	3.1	588	.3	3,649	2.1	128,520	75.3
UP THRU $5,499	13,820	4,956	35.9	393	2.8	12	.1	289	2.1	8,170	59.1
$ 5,500 THRU $ 6,999	29,267	10,535	36.0	610	2.1	79	.3	747	2.6	17,296	59.1
$ 7,000 THRU $ 7,999	32,967	6,868	20.8	1,113	3.4	158	.5	648	2.0	24,180	73.3
$ 8,000 THRU $ 8,999	41,967	5,805	13.8	1,541	3.7	134	.3	585	1.4	33,902	80.8
$ 9,000 THRU $ 9,999	31,484	3,559	11.3	1,308	4.2	147	.5	1,022	3.2	25,448	80.8
$10,000 THRU $13,999	19,738	777	3.9	355	1.8	56	.3	349	1.8	18,201	92.2
$14,000 THRU $17,999	1,032	5	.5	13	1.3	2	.2	8	.8	1,004	97.3
$18,000 AND OVER	323	1	.3	2	.6			1	.3	319	98.8
TOTAL OTHER PAY SYSTEMS	1,556	60	3.9	16	1.0	1	.1	11	.7	1,468	94.3
UP THRU $6,499	170	22	12.9	1	.6			2	1.2	145	85.3
$ 6,500 THRU $ 9,999	589	37	6.3	10	1.7			3	.5	539	91.5
$10,000 THRU $13,999	226			3	1.3	1	.4	2	.9	220	97.3
$14,000 THRU $17,999	207			2	1.0			4	1.9	201	97.1
$18,000 THRU $25,999	221	1	.5							220	99.5
$26,000 AND OVER	143									143	100.0

1970 MINORITY GROUP STUDY

TABLE 1-16

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	277,820	20,674	7.4	20,132	7.2	1,216	.4	1,999	.7	233,799	84.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	156,157	7,228	4.6	6,610	4.2	480	.3	1,065	.7	140,774	90.1
GS- 1 THRU 4	37,827	2,983	7.9	2,705	7.2	150	.4	252	.7	31,737	83.9
GS- 5 THRU 8	48,291	2,568	5.3	2,347	4.9	147	.3	312	.6	42,917	88.9
GS- 9 THRU 11	41,285	1,152	2.8	1,291	3.1	137	.3	320	.8	38,385	93.0
GS-12 THRU 13	24,034	484	2.0	252	1.0	40	.2	151	.6	23,107	96.1
GS-14 THRU 15	4,543	41	.9	14	.3	6	.1	29	.6	4,453	98.0
GS-16 THRU 18	177			1	.6			1	.6	175	98.9
TOTAL WAGE SYSTEMS.....	119,011	13,341	11.2	13,505	11.3	732	.6	837	.7	90,596	76.1
UP THRU $5,499	5,490	1,999	36.4	1,387	25.3	11	.2	42	.8	2,051	37.4
$ 5,500 THRU $ 6,999	24,439	5,329	21.8	4,492	18.4	200	.8	119	.5	14,299	58.5
$ 7,000 THRU $ 7,999	31,296	2,882	9.2	4,822	15.4	282	.9	150	.5	23,160	74.0
$ 8,000 THRU $ 8,999	25,888	1,791	6.9	1,738	6.7	106	.4	169	.7	22,084	85.3
$ 9,000 THRU $ 9,999	17,938	951	5.3	742	4.1	73	.4	205	1.1	15,967	89.0
$10,000 THRU $13,999	12,959	374	2.9	318	2.5	52	.4	145	1.1	12,070	93.1
$14,000 THRU $17,999	855	12	1.4	6	.7	7	.8	7	.8	823	96.3
$18,000 AND OVER	146	3	2.1			1	.7			142	97.3
TOTAL OTHER PAY SYSTEMS	2,652	105	4.0	17	.6	4	.2	97	3.7	2,429	91.6
UP THRU $6,499	342	22	6.4	1	.3	2	.6	4	1.2	313	91.5
$ 6,500 THRU $ 9,999	2,112	83	3.9	15	.7	2	.1	87	4.1	1,925	91.1
$10,000 THRU $13,999	63			1	1.6			2	3.2	60	95.2
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	131							4	3.1	127	96.9

1970 MINORITY GROUP STUDY

TABLE 1-17

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,459	3,431	9.2	844	2.3	48	.1	153	.4	32,983	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	35,126	3,277	9.3	788	2.2	47	.1	143	.4	30,871	87.9
GS- 1 THRU 4	8,063	1,849	22.9	278	3.4	13	.2	49	.6	5,874	72.9
GS- 5 THRU 8	11,783	1,128	9.6	379	3.2	18	.2	53	.4	10,205	86.6
GS- 9 THRU 11	6,971	183	2.6	85	1.2	10	.1	30	.4	6,663	95.6
GS-12 THRU 13	6,148	83	1.4	37	.6	4	.1	11	.2	6,013	97.8
GS-14 THRU 15	1,862	32	1.7	7	.4	1	.1			1,822	97.9
GS-16 THRU 18	299	2	.7	2	.7	1	.3			294	98.3
TOTAL WAGE SYSTEMS.....	1,348	114	8.5	51	3.8	1	.1	6	.4	1,176	87.2
UP THRU $5,499	34	9	26.5	6	17.6					19	55.9
$ 5,500 THRU $ 6,999	81	34	42.0	11	13.6					36	44.4
$ 7,000 THRU $ 7,999	89	30	33.7	13	14.6			1	1.1	45	50.6
$ 8,000 THRU $ 8,999	115	14	12.2	8	7.0			2	1.7	91	79.1
$ 9,000 THRU $ 9,999	150	9	6.0	4	2.7			2	1.3	135	90.0
$10,000 THRU $13,999	864	18	2.1	9	1.0	1	.1	1	.1	835	96.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	985	40	4.1	5	.5			4	.4	936	95.0
UP THRU $6,499	65	10	15.4					1	1.5	54	83.1
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	260	6	2.3	2	.8					252	96.9
$14,000 THRU $17,999	299	11	3.7	2	.7			2	.7	284	95.0
$18,000 THRU $25,999	268	11	4.1							257	95.9
$26,000 AND OVER	84	2	2.4	1	1.2			1	1.2	80	95.2

1970 MINORITY GROUP STUDY

TABLE 1-18

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	706,563	136,696	19.3	17,820	2.5	1,274	.2	3,933	.6	546,840	77.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,561	451	17.6	2	.5	3	.1	15	.6	2,080	81.2
GS- 1 THRU 4	183	109	59.6					2	1.1	72	39.3
GS- 5 THRU 8	689	214	31.1	4	.6	1	.1	1	.1	469	68.1
GS- 9 THRU 11	427	52	12.2	1	.2			2	.5	372	87.1
GS-12 THRU 13	602	45	7.5	5	.8			7	1.2	545	90.5
GS-14 THRU 15	572	30	5.2	2	.3	2	.3	2	.3	536	93.7
GS-16 THRU 18	88	1	1.1					1	1.1	86	97.7
TOTAL WAGE SYSTEMS.....	44	30	68.2							14	31.8
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	11	8	72.7							3	27.3
$ 8,000 THRU $ 8,999	10	7	70.0							3	30.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	8	2	25.0							6	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	703,938	136,214	19.4	17,808	2.5	1,271	.2	3,918	.6	544,727	77.4
PFS- 1 THRU 5*	595,931	123,067	20.7	16,039	2.7	1,064	.2	3,233	.5	452,528	75.9
PFS- 6 THRU 9	86,852	12,266	14.1	1,600	1.8	178	.2	616	.7	72,192	83.1
PFS-10 THRU 12	15,925	680	4.3	133	.8	26	.2	51	.3	15,035	94.4
PFS-13 THRU 16	4,683	187	4.0	33	.7	3	.1	17	.4	4,443	94.9
PFS-17 THRU 19	507	12	2.4	3	.6			1	.2	491	96.8
PFS-20 THRU 21	40	2	5.0							38	95.0
TOTAL OTHER PAY SYSTEMS	20	1	5.0							19	95.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	20	1	5.0							19	95.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

DEPARTMENT OF THE INTERIOR

TABLE 1-19

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,331	3,474	5.2	1,350	2.0	9,093	13.7	478	.7	51,936	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,263	2,111	4.0	889	1.7	6,410	12.3	442	.8	42,411	81.1
GS- 1 THRU 4	9,991	631	6.3	322	3.2	3,752	37.6	58	.6	5,228	52.3
GS- 5 THRU 8	13,785	844	6.1	302	2.2	1,515	11.0	115	.8	11,009	79.9
GS- 9 THRU 11	15,155	521	3.4	187	1.2	837	5.5	154	1.0	13,456	88.8
GS-12 THRU 13	9,897	89	.9	65	.7	231	2.3	91	.9	9,421	95.2
GS-14 THRU 15	3,229	24	.7	12	.4	72	2.2	23	.7	3,098	95.9
GS-16 THRU 18	206	2	1.0	1	.5	3	1.5	1	.5	199	96.6
TOTAL WAGE SYSTEMS.....	13,290	1,281	9.6	455	3.4	2,645	19.9	35	.3	8,874	66.8
UP THRU $5,499	878	130	14.8	76	8.7	323	36.8	3	.3	346	39.4
$ 5,500 THRU $ 6,999	3,665	664	18.1	153	4.2	1,160	31.7	4	.1	1,684	45.9
$ 7,000 THRU $ 7,999	2,360	245	10.4	100	4.2	572	24.2	3	.1	1,440	61.0
$ 8,000 THRU $ 8,999	2,002	108	5.4	55	2.7	379	18.9	7	.3	1,453	72.6
$ 9,000 THRU $ 9,999	1,486	62	4.2	29	2.0	81	5.5	4	.3	1,310	88.2
$10,000 THRU $13,999	2,680	72	2.7	36	1.3	127	4.7	14	.5	2,431	90.7
$14,000 THRU $17,999	207			6	2.9	2	1.0			199	96.1
$18,000 AND OVER	12					1	8.3			11	91.7
TOTAL OTHER PAY SYSTEMS	778	82	10.5	6	.8	38	4.9	1	.1	651	83.7
UP THRU $6,499	181	2	1.1	2	1.1	35	19.3			142	78.5
$ 6,500 THRU $ 9,999	303	61	20.1	3	1.0	1	.3			238	78.5
$10,000 THRU $13,999	113	12	10.6							101	89.4
$14,000 THRU $17,999	70	5	7.1	1	1.4					64	91.4
$18,000 THRU $25,999	72	1	1.4			1	1.4	1	1.4	69	95.8
$26,000 AND OVER	39	1	2.6			1	2.6			37	94.9

1970 MINORITY GROUP STUDY

TABLE 1-20

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	86,526	5,017	5.8	1,545	1.8	369	.4	438	.5	79,157	91.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,468	4,101	5.2	1,083	1.4	306	.4	423	.5	73,555	92.6
GS- 1 THRU 4	12,430	1,386	11.2	381	3.1	149	1.2	33	.3	10,481	84.3
GS- 5 THRU 8	27,739	1,840	6.6	451	1.6	86	.3	99	.4	25,263	91.1
GS- 9 THRU 11	23,641	681	2.9	196	.8	55	.2	164	.7	22,545	95.4
GS-12 THRU 13	12,270	163	1.3	51	.4	16	.1	110	.9	11,930	97.2
GS-14 THRU 15	3,178	28	.9	4	.1			17	.5	3,129	98.5
GS-16 THRU 18	210	3	1.4							207	98.6
TOTAL WAGE SYSTEMS.....	5,233	873	16.7	411	7.9	50	1.0	9	.2	3,890	74.3
UP THRU $5,499	700	162	23.1	208	29.7	1	.1			329	47.0
$ 5,500 THRU $ 6,999	1,935	434	22.4	123	6.4	23	1.2	1	.1	1,354	70.0
$ 7,000 THRU $ 7,999	902	148	16.4	50	5.5	9	1.0	4	.4	691	76.6
$ 8,000 THRU $ 8,999	885	87	9.8	20	2.3	10	1.1	2	.2	766	86.6
$ 9,000 THRU $ 9,999	467	25	5.4	9	1.9	3	.6			430	92.1
$10,000 THRU $13,999	342	17	5.0	1	.3	4	1.2	2	.6	318	93.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,825	43	2.4	51	2.8	13	.7	6	.3	1,712	93.8
UP THRU $6,499	177	22	12.4	38	21.5	5	2.8	2	1.1	110	62.1
$ 6,500 THRU $ 9,999	768	18	2.3	8	1.0	7	.9	4	.5	731	95.2
$10,000 THRU $13,999	318	1	.3	3	.9	1	.3			313	98.4
$14,000 THRU $17,999	277	2	.7	1	.4					274	98.9
$18,000 THRU $25,999	213			1	.5					212	99.5
$26,000 AND OVER	72									72	100.0

1970 MINORITY GROUP STUDY

TABLE 1-21

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,042	4,684	16.7	189	.7	49	.2	275	1.0	22,845	81.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,785	3,732	15.1	161	.6	26	.1	184	.7	20,682	83.4
GS- 1 THRU 4	4,529	1,622	35.8	28	.6	4	.1	18	.4	2,857	63.1
GS- 5 THRU 8	6,167	1,405	22.8	43	.7	7	.1	40	.6	4,672	75.8
GS- 9 THRU 11	5,887	398	6.8	51	.9	8	.1	46	.8	5,384	91.5
GS-12 THRU 13	4,892	235	4.8	33	.7	7	.1	47	1.0	4,570	93.4
GS-14 THRU 15	2,972	71	2.4	6	.2			29	1.0	2,866	96.4
GS-16 THRU 18	338	1	.3					4	1.2	333	98.5
TOTAL WAGE SYSTEMS.....	2,620	870	33.2	26	1.0	22	.8	86	3.3	1,616	61.7
UP THRU $5,499	271	106	39.1	3	1.1	8	3.0	19	7.0	135	49.8
$ 5,500 THRU $ 6,999	753	370	49.1	7	.9	1	.1	25	3.3	350	46.5
$ 7,000 THRU $ 7,999	480	170	35.4	8	1.7	5	1.0	21	4.4	276	57.5
$ 8,000 THRU $ 8,999	492	121	24.6	5	1.0	5	1.0	15	3.0	346	70.3
$ 9,000 THRU $ 9,999	266	58	21.8	1	.4	2	.8	4	1.5	201	75.6
$10,000 THRU $13,999	320	44	13.8	1	.3	1	.3	2	.6	272	85.0
$14,000 THRU $17,999	22	1	4.5							21	95.5
$18,000 AND OVER	16			1	6.3					15	93.8
TOTAL OTHER PAY SYSTEMS	637	82	12.9	2	.3	1	.2	5	.8	547	85.9
UP THRU $6,499	272	73	26.8	1	.4			2	.7	196	72.1
$ 6,500 THRU $ 9,999	72							3	4.2	69	95.8
$10,000 THRU $13,999	72	1	1.4			1	1.4			70	97.2
$14,000 THRU $17,999	45	2	4.4							43	95.6
$18,000 THRU $25,999	93	3	3.2	1	1.1					89	95.7
$26,000 AND OVER	83	3	3.6							80	96.4

1970 MINORITY GROUP STUDY

TABLE 1-22

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,136	2,671	26.4	168	1.7	32	.3	47	.5	7,218	71.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,018	2,583	25.8	168	1.7	32	.3	47	.5	7,188	71.8
GS- 1 THRU 4	1,311	766	58.4	29	2.2	10	.8	6	.5	500	38.1
GS- 5 THRU 8	2,722	1,081	39.7	33	1.2	7	.3	18	.7	1,583	58.2
GS- 9 THRU 11	1,452	326	22.5	38	2.6	2	.1	10	.7	1,076	74.1
GS-12 THRU 13	2,994	293	9.8	48	1.6	8	.3	11	.4	2,634	88.0
GS-14 THRU 15	1,440	110	7.6	18	1.3	5	.3	2	.1	1,305	90.6
GS-16 THRU 18	99	7	7.1	2	2.0					90	90.9
TOTAL WAGE SYSTEMS.....	98	87	88.8							11	11.2
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	38	32	84.2							6	15.8
$ 7,000 THRU $ 7,999	31	29	93.5							2	6.5
$ 8,000 THRU $ 8,999	11	11	100.0								
$ 9,000 THRU $ 9,999	9	8	88.9							1	11.1
$10,000 THRU $13,999	7	5	71.4							2	28.6
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	20	1	5.0							19	95.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	14	1	7.1							13	92.9

1970 MINORITY GROUP STUDY

TABLE 1-23

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	104,131	21,989	21.1	1,209	1.2	2,509	2.4	666	.6	77,758	74.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	92,051	19,106	20.8	1,127	1.2	1,773	1.9	575	.6	69,470	75.5
GS- 1 THRU 4	24,194	9,032	37.3	403	1.7	1,091	4.5	92	.4	13,576	56.1
GS- 5 THRU 8	31,917	7,579	23.7	404	1.3	509	1.6	207	.6	23,218	72.7
GS- 9 THRU 11	19,745	1,731	8.8	188	1.0	130	.7	152	.8	17,544	88.9
GS-12 THRU 13	10,433	567	5.4	93	.9	23	.2	72	.7	9,678	92.8
GS-14 THRU 15	5,478	190	3.5	37	.7	20	.4	50	.9	5,181	94.6
GS-16 THRU 18	284	7	2.5	2	.7			2	.7	273	96.1
TOTAL WAGE SYSTEMS.....	6,033	2,777	46.0	44	.7	642	10.6	27	.4	2,543	42.2
UP THRU $5,499	341	166	48.7	4	1.2	39	11.4	1	.3	131	38.4
$ 5,500 THRU $ 6,999	1,874	1,124	60.0	8	.4	240	12.8	6	.3	496	26.5
$ 7,000 THRU $ 7,999	1,290	708	54.9	13	1.0	143	11.1	9	.7	417	32.3
$ 8,000 THRU $ 8,999	1,012	384	37.9	6	.6	120	11.9	6	.6	496	49.0
$ 9,000 THRU $ 9,999	610	152	24.9	5	.8	52	8.5	3	.5	398	65.2
$10,000 THRU $13,999	797	217	27.2	8	1.0	44	5.5	1	.1	527	66.1
$14,000 THRU $17,999	95	21	22.1			4	4.2	1	1.1	69	72.6
$18,000 AND OVER	14	5	35.7							9	64.3
TOTAL OTHER PAY SYSTEMS	6,047	106	1.8	38	.6	94	1.6	64	1.1	5,745	95.0
UP THRU $6,499	334	21	6.3	3	.9	80	24.0	4	1.2	226	67.7
$ 6,500 THRU $ 9,999	1,499	24	1.6	8	.5	1	.1	13	.9	1,453	96.9
$10,000 THRU $13,999	2,691	44	1.6	17	.6	8	.3	27	1.0	2,595	96.4
$14,000 THRU $17,999	709	10	1.4	8	1.1	4	.6	12	1.7	675	95.2
$18,000 THRU $25,999	697	5	.7	1	.1	1	.1	7	1.0	683	98.0
$26,000 AND OVER	117	2	1.7	1	.9			1	.9	113	96.6

1970 MINORITY GROUP STUDY

TABLE 1-24

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,224	2,640	18.6	186	1.3	36	.3	106	.7	11,256	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,116	2,573	18.2	184	1.3	36	.3	106	.8	11,217	79.5
GS- 1 THRU 4	2,238	928	41.5	64	2.9	14	.6	22	1.0	1,210	54.1
GS- 5 THRU 8	3,403	1,038	30.5	55	1.6	9	.3	33	1.0	2,268	66.6
GS- 9 THRU 11	3,816	312	8.2	34	.9	9	.2	25	.7	3,436	90.0
GS-12 THRU 13	3,318	198	6.0	22	.7	3	.1	23	.7	3,072	92.6
GS-14 THRU 15	1,242	90	7.2	9	.7	1	.1	3	.2	1,139	91.7
GS-16 THRU 18	99	7	7.1							92	92.9
TOTAL WAGE SYSTEMS.....	90	65	72.2	2	2.2					23	25.6
UP THRU $5,499	8	7	87.5							1	12.5
$ 5,500 THRU $ 6,999	19	18	94.7							1	5.3
$ 7,000 THRU $ 7,999	35	28	80.0	2	5.7					5	14.3
$ 8,000 THRU $ 8,999	11	5	45.5							6	54.5
$ 9,000 THRU $ 9,999	5	4	80.0							1	20.0
$10,000 THRU $13,999	12	3	25.0							9	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18	2	11.1							16	88.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	18	2	11.1							16	88.9

1970 MINORITY GROUP STUDY

TABLE 1-25

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62,278	3,887	6.2	676	1.1	254	.4	399	.6	57,062	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,682	3,006	5.4	595	1.1	159	.3	268	.5	51,654	92.8
GS- 1 THRU 4	3,881	901	23.2	59	1.5	28	.7	41	1.1	2,852	73.5
GS- 5 THRU 8	9,585	1,197	12.5	173	1.8	33	.3	65	.7	8,117	84.7
GS- 9 THRU 11	19,601	527	2.7	215	1.1	58	.3	94	.5	18,707	95.4
GS-12 THRU 13	16,846	304	1.8	131	.8	32	.2	55	.3	16,324	96.9
GS-14 THRU 15	5,480	65	1.2	15	.3	7	.1	13	.2	5,380	98.2
GS-16 THRU 18	289	12	4.2	2	.7	1	.3			274	94.8
TOTAL WAGE SYSTEMS.....	5,968	847	14.2	69	1.2	92	1.5	127	2.1	4,833	81.0
UP THRU $5,499	246	126	51.2	2	.8	3	1.2			115	46.7
$ 5,500 THRU $ 6,999	674	275	40.8	11	1.6	4	.6	3	.4	381	56.5
$ 7,000 THRU $ 7,999	1,163	203	17.5	23	2.0	8	.7	14	1.2	915	78.7
$ 8,000 THRU $ 8,999	1,695	177	10.4	15	.9	11	.6	22	1.3	1,470	86.7
$ 9,000 THRU $ 9,999	825	37	4.5	10	1.2	15	1.8	13	1.6	750	90.9
$10,000 THRU $13,999	1,203	27	2.2	7	.6	48	4.0	69	5.7	1,052	87.4
$14,000 THRU $17,999	96	1	1.0			2	2.1	5	5.2	88	91.7
$18,000 AND OVER	66	1	1.5	1	1.5	1	1.5	1	1.5	62	93.9
TOTAL OTHER PAY SYSTEMS	628	34	5.4	12	1.9	3	.5	4	.6	575	91.6
UP THRU $6,499	55	26	47.3					1	1.8	28	50.9
$ 6,500 THRU $ 9,999	124	4	3.2	5	4.0					115	92.7
$10,000 THRU $13,999	115	1	.9			2	1.7	1	.9	111	96.5
$14,000 THRU $17,999	173			3	1.7	1	.6	1	.6	168	97.1
$18,000 THRU $25,999	83	1	1.2	2	2.4			1	1.2	79	95.2
$26,000 AND OVER	78	2	2.6	2	2.6					74	94.9

1970 MINORITY GROUP STUDY

TABLE 1-26

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,081	370	5.2	257	3.6	29	.4	16	.2	6,409	90.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,876	340	4.9	238	3.5	29	.4	16	.2	6,253	90.9
GS- 1 THRU 4	520	95	18.3	51	9.8	9	1.7	1	.2	364	70.0
GS- 5 THRU 8	2,169	157	7.2	145	6.7	12	.6	5	.2	1,850	85.3
GS- 9 THRU 11	828	39	4.7	18	2.2	4	.5	2	.2	765	92.4
GS-12 THRU 13	1,442	37	2.6	20	1.4	2	.1	3	.2	1,380	95.7
GS-14 THRU 15	1,578	12	.8	4	.3	2	.1	5	.3	1,555	98.5
GS-16 THRU 18	339									339	100.0
TOTAL WAGE SYSTEMS.....	92	20	21.7	19	20.7					53	57.6
UP THRU $5,499	16	1	6.3	13	81.3					2	12.5
$ 5,500 THRU $ 6,999	51	14	27.5	5	9.8					32	62.7
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	19	5	26.3	1	5.3					13	68.4
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	113	10	8.8							103	91.2
UP THRU $6,499	17	9	52.9							8	47.1
$ 6,500 THRU $ 9,999	5	1	20.0							4	80.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	90									90	100.0

1970 MINORITY GROUP STUDY

TABLE 1-27

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	862	203	23.5	2	.2	1	.1	4	.5	652	75.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	772	151	19.6	2	.3	1	.1	4	.5	614	79.5
GS- 1 THRU 4	128	79	61.7							49	38.3
GS- 5 THRU 8	261	59	22.6	2	.8			1	.4	199	76.2
GS- 9 THRU 11	145	4	2.8							141	97.2
GS-12 THRU 13	142	6	4.2					2	1.4	134	94.4
GS-14 THRU 15	96	3	3.1			1	1.0	1	1.0	91	94.8
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	90	52	57.8							38	42.2
UP THRU $5,499	26	20	76.9							6	23.1
$ 5,500 THRU $ 6,999	27	14	51.9							13	48.1
$ 7,000 THRU $ 7,999	18	10	55.6							8	44.4
$ 8,000 THRU $ 8,999	6	2	33.3							4	66.7
$ 9,000 THRU $ 9,999	8	6	75.0							2	25.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1970 MINORITY GROUP STUDY

BUREAU OF THE BUDGET

TABLE 1-28

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	551	74	13.4	1	.2	1	.2	3	.5	472	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	534	63	11.8	1	.2	1	.2	3	.6	466	87.3
GS- 1 THRU 4	17	11	64.7							6	35.3
GS- 5 THRU 8	145	43	29.7	1	.7					101	69.7
GS- 9 THRU 11	67	3	4.5			1	1.5	1	1.5	62	92.5
GS-12 THRU 13	82	2	2.4							80	97.6
GS-14 THRU 15	155	4	2.6					1	.6	150	96.8
GS-16 THRU 18	68							1	1.5	67	98.5
TOTAL WAGE SYSTEMS.....	12	11	91.7							1	8.3
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-29

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,560	50	3.2	90	5.8	1	.1	6	.4	1,413	90.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	573	24	4.2	56	9.8			6	1.0	487	85.0
GS- 1 THRU 4	60	7	11.7	7	11.7			1	1.7	45	75.0
GS- 5 THRU 8	281	10	3.6	26	9.3			3	1.1	242	86.1
GS- 9 THRU 11	168	6	3.6	16	9.5			2	1.2	144	85.7
GS-12 THRU 13	51	1	2.0	7	13.7					43	84.3
GS-14 THRU 15	13									13	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2	2	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	985	24	2.4	34	3.5	1	.1			926	94.0
UP THRU $6,499	25	4	16.0							21	84.0
$ 6,500 THRU $ 9,999	502	18	3.6	22	4.4	1	.2			461	91.8
$10,000 THRU $13,999	394	2	.5	11	2.8					381	96.7
$14,000 THRU $17,999	38									38	100.0
$18,000 THRU $25,999	14			1	7.1					13	92.9
$26,000 AND OVER	12									12	100.0

1970 MINORITY GROUP STUDY

TABLE 1-30

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	656	112	17.1	1	.2			3	.5	540	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	626	98	15.7	1	.2			3	.5	524	83.7
GS- 1 THRU 4	35	21	60.0							14	40.0
GS- 5 THRU 8	199	65	32.7					2	1.0	132	66.3
GS- 9 THRU 11	105	6	5.7					1	1.0	98	93.3
GS-12 THRU 13	132	5	3.8	1	.8					126	95.5
GS-14 THRU 15	111	1	.9							110	99.1
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	15	14	93.3							1	6.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	8	8	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	4	3	75.0							1	25.0
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	10									10	100.0

1970 MINORITY GROUP STUDY

CIVIL SERVICE COMMISSION

TABLE 1-31

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,183	1,219	23.5	123	2.4	8	.2	32	.6	3,801	73.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,127	1,186	23.1	123	2.4	8	.2	32	.6	3,778	73.7
GS- 1 THRU 4	1,845	752	40.8	66	3.6	5	.3	14	.8	1,008	54.6
GS- 5 THRU 8	1,063	294	27.7	25	2.4			7	.7	737	69.3
GS- 9 THRU 11	1,131	91	8.0	18	1.6	1	.1	9	.8	1,012	89.5
GS-12 THRU 13	717	36	5.0	9	1.3	2	.3	1	.1	669	93.3
GS-14 THRU 15	321	12	3.7	5	1.6			1	.3	303	94.4
GS-16 THRU 18	50	1	2.0							49	98.0
TOTAL WAGE SYSTEMS.....	44	31	70.5							13	29.5
UP THRU $5,499	5	4	80.0							1	20.0
$ 5,500 THRU $ 6,999	16	12	75.0							4	25.0
$ 7,000 THRU $ 7,999	13	9	69.2							4	30.8
$ 8,000 THRU $ 8,999	6	3	50.0							3	50.0
$ 9,000 THRU $ 9,999	3	3	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	12	2	16.7							10	83.3
UP THRU $6,499	8	1	12.5							7	87.5
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0							3	75.0

1970 MINORITY GROUP STUDY

TABLE 1-32

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	708	345	48.7	64	9.0	4	.6	6	.8	289	40.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	696	336	48.3	63	9.1	4	.6	6	.9	287	41.2
GS- 1 THRU 4	119	85	71.4	11	9.2	2	1.7			21	17.6
GS- 5 THRU 8	152	88	57.9	15	9.9			3	2.0	46	30.3
GS- 9 THRU 11	217	87	40.1	17	7.8	1	.5	2	.9	110	50.7
GS-12 THRU 13	133	45	33.8	14	10.5	1	.8			73	54.9
GS-14 THRU 15	61	23	37.7	6	9.8			1	1.6	31	50.8
GS-16 THRU 18	14	8	57.1							6	42.9
TOTAL WAGE SYSTEMS.....	8	8	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0	1	25.0					2	50.0

1970 MINORITY GROUP STUDY

TABLE 1-33

EXPORT - IMPORT BANK OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349	45	12.9	2	.6	1	.3	3	.9	298	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	335	36	10.7	2	.6	1	.3	3	.9	293	87.5
GS- 1 THRU 4	50	23	46.0	1	2.0					26	52.0
GS- 5 THRU 8	122	11	9.0			1	.8			110	90.2
GS- 9 THRU 11	52	2	3.8							50	96.2
GS-12 THRU 13	37			1	2.7			2	5.4	34	91.9
GS-14 THRU 15	59							1	1.7	58	98.3
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE I-34

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,494	275	18.4	13	.9	1	.1	5	.3	1,200	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,450	249	17.2	11	.8	1	.1	5	.3	1,184	81.7
GS- 1 THRU 4	208	115	55.3	3	1.4					90	43.3
GS- 5 THRU 8	430	95	22.1	5	1.2	1	.2	1	.2	328	76.3
GS- 9 THRU 11	275	19	6.9	2	.7			2	.7	252	91.6
GS-12 THRU 13	277	17	6.1	1	.4			1	.4	258	93.1
GS-14 THRU 15	211	3	1.4					1	.5	207	98.1
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	37	26	70.3	2	5.4					9	24.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	12	10	83.3	1	8.3					1	8.3
$ 7,000 THRU $ 7,999	11	7	63.6							4	36.4
$ 8,000 THRU $ 8,999	4	2	50.0	1	25.0					1	25.0
$ 9,000 THRU $ 9,999	5	4	80.0							1	20.0
$10,000 THRU $13,999	5	3	60.0							2	40.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	7									7	100.0

1970 MINORITY GROUP STUDY

TABLE 1-35

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,253	130	5.8	10	.4	1		13	.6	2,099	93.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,192	108	4.9	10	.5	1		11	.5	2,062	94.1
GS- 1 THRU 4	260	56	21.5	1	.4	1	.4	5	1.9	197	75.8
GS- 5 THRU 8	683	34	5.0	6	.9			4	.6	639	93.6
GS- 9 THRU 11	616	15	2.4	3	.5			2	.3	596	96.8
GS-12 THRU 13	425	1	.2							424	99.8
GS-14 THRU 15	164	2	1.2							162	98.8
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	14	14	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	8	8	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	3	3	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	47	8	17.0					2	4.3	37	78.7
UP THRU $6,499	34	6	17.6					2	5.9	26	76.5
$ 6,500 THRU $ 9,999	10	2	20.0							8	80.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-36

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,235	86	7.0	10	.8	2	.2	6	.5	1,131	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,212	78	6.4	10	.8	2	.2	6	.5	1,116	92.1
GS- 1 THRU 4	143	37	25.9			2	1.4	1	.7	103	72.0
GS- 5 THRU 8	217	28	12.9	2	.9			1	.5	186	85.7
GS- 9 THRU 11	306	9	2.9	2	.7			2	.7	293	95.8
GS-12 THRU 13	403	2	.5	6	1.5			2	.5	393	97.5
GS-14 THRU 15	134	2	1.5							132	98.5
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	20	8	40.0							12	60.0
UP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	5									5	100.0
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-37

FEDERAL MEDIATION AND CONCILIATION SERVICE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	435	32	7.4	4	.9			3	.7	396	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	433	32	7.4	4	.9			3	.7	394	91.0
GS- 1 THRU 4	36	10	27.8	2	5.6					24	66.7
GS- 5 THRU 8	88	12	13.6	2	2.3			3	3.4	71	80.7
GS- 9 THRU 11	19	3	15.8							16	84.2
GS-12 THRU 13	85	4	4.7							81	95.3
GS-14 THRU 15	195	3	1.5							192	98.5
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-38

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,060	218	20.6	6	.6	2	.2	11	1.0	823	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,032	198	19.2	6	.6	2	.2	11	1.1	815	79.0
GS- 1 THRU 4	82	55	67.1							27	32.9
GS- 5 THRU 8	278	107	38.5	1	.4			1	.4	169	60.8
GS- 9 THRU 11	163	15	9.2	1	.6			2	1.2	145	89.0
GS-12 THRU 13	274	14	5.1	4	1.5	1	.4	4	1.5	251	91.6
GS-14 THRU 15	192	7	3.6			1	.5	3	1.6	181	94.3
GS-16 THRU 18	43							1	2.3	42	97.7
TOTAL WAGE SYSTEMS.....	23	20	87.0							3	13.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999	6	6	100.0								
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	5	2	40.0							3	60.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-39

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,262	242	19.2	4	.3			5	.4	1,011	80.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,234	231	18.7	4	.3			5	.4	994	80.6
GS- 1 THRU 4	253	161	63.6	2	.8			1	.4	89	35.2
GS- 5 THRU 8	341	52	15.2	1	.3			1	.3	287	84.2
GS- 9 THRU 11	168	11	6.5	1	.6					156	92.9
GS-12 THRU 13	193	7	3.6					2	1.0	184	95.3
GS-14 THRU 15	257							1	.4	256	99.6
GS-16 THRU 18	22									22	100.0
TOTAL WAGE SYSTEMS.....	21	11	52.4							10	47.6
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	8	7	87.5							1	12.5
$ 7,000 THRU $ 7,999	3	1	33.3							2	66.7
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999	3	1	33.3							2	66.7
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-40

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,422	628	14.2	29	.7	3	.1	20	.5	3,742	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,374	592	13.5	29	.7	3	.1	20	.5	3,730	85.3
GS- 1 THRU 4	588	388	66.0	1	.2			2	.3	197	33.5
GS- 5 THRU 8	909	148	16.3	5	.6			6	.7	750	82.5
GS- 9 THRU 11	1,099	52	4.7	6	.5	2	.2	8	.7	1,031	93.8
GS-12 THRU 13	1,160	4	.3	14	1.2	1	.1	2	.2	1,139	98.2
GS-14 THRU 15	552			3	.5			2	.4	547	99.1
GS-16 THRU 18	66									66	100.0
TOTAL WAGE SYSTEMS.....	45	36	80.0							9	20.0
UP THRU $5,499	7	6	85.7							1	14.3
$ 5,500 THRU $ 6,999	20	19	95.0							1	5.0
$ 7,000 THRU $ 7,999	4	3	75.0							1	25.0
$ 8,000 THRU $ 8,999	7	4	57.1							3	42.9
$ 9,000 THRU $ 9,999	5	3	60.0							2	40.0
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-41

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,318	13,842	37.1	908	2.4	93	.2	379	1.0	22,096	59.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,567	4,265	23.0	278	1.5	34	.2	175	.9	13,815	74.4
GS- 1 THRU 4	6,147	2,342	38.1	135	2.2	14	.2	43	.7	3,613	58.8
GS- 5 THRU 8	5,660	1,538	27.2	94	1.7	15	.3	62	1.1	3,951	69.8
GS- 9 THRU 11	3,060	276	9.0	32	1.0	3	.1	44	1.4	2,705	88.4
GS-12 THRU 13	2,727	90	3.3	17	.6	1		24	.9	2,595	95.2
GS-14 THRU 15	907	17	1.9			1	.1	2	.2	887	97.8
GS-16 THRU 18	66	2	3.0							64	97.0
TOTAL WAGE SYSTEMS.....	18,618	9,531	51.2	620	3.3	55	.3	204	1.1	8,208	44.1
UP THRU $5,499	3,540	2,983	84.3	141	4.0	3	.1	1		412	11.6
$ 5,500 THRU $ 6,999	5,981	3,790	63.4	208	3.5	19	.3	103	1.7	1,861	31.1
$ 7,000 THRU $ 7,999	2,464	978	39.7	126	5.1	6	.2	47	1.9	1,307	53.0
$ 8,000 THRU $ 8,999	3,500	1,081	30.9	85	2.4	16	.5	22	.6	2,296	65.6
$ 9,000 THRU $ 9,999	1,937	473	24.4	38	2.0	3	.2	16	.8	1,407	72.6
$10,000 THRU $13,999	1,185	225	19.0	22	1.9	8	.7	19	1.3	915	77.2
$14,000 THRU $17,999	11	1	9.1							10	90.9
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	133	46	34.6	10	7.5	4	3.0			73	54.9
UP THRU $6,499	116	46	39.7	10	8.6	4	3.4			56	48.3
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	8									8	100.0

1970 MINORITY GROUP STUDY

TABLE 1-42

GUVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,498	3,621	48.3	35	.5	6	.1	13	.2	3,823	51.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,470	789	53.7	5	.3	3	.2	4	.3	669	45.5
GS- 1 THRU 4	735	550	74.8	4	.5	1	.1	1	.1	179	24.4
GS- 5 THRU 8	467	223	47.8	1	.2	2	.4	2	.4	239	51.2
GS- 9 THRU 11	124	14	11.3					1	.8	109	87.9
GS-12 THRU 13	79	2	2.5							77	97.5
GS-14 THRU 15	43									43	100.0
GS-16 THRU 18	22									22	100.0
TOTAL WAGE SYSTEMS.....	6,010	2,832	47.1	30	.5	3		9	.1	3,136	52.2
UP THRU $5,499	251	237	94.4	1	.4					13	5.2
$ 5,500 THRU $ 6,999	1,940	1,663	85.7	9	.5	1	.1	3	.2	264	13.6
$ 7,000 THRU $ 7,999	525	445	84.8	2	.4			1	.2	77	14.7
$ 8,000 THRU $ 8,999	244	152	62.3	3	1.2			1	.4	88	36.1
$ 9,000 THRU $ 9,999	100	50	50.0	2	2.0			1	1.0	47	47.0
$10,000 THRU $13,999	2,859	285	10.0	13	.5	2	.1	3	.1	2,556	89.4
$14,000 THRU $17,999	91									91	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18									18	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	14									14	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-43

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,653	664	14.3	76	1.6			160	3.4	3,753	80.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,334	551	23.6	52	2.2			131	5.6	1,600	68.6
GS- 1 THRU 4	258	176	68.2	1	.4					81	31.4
GS- 5 THRU 8	587	269	45.8	7	1.2			2	.3	309	52.6
GS- 9 THRU 11	602	87	14.5	26	4.3			106	17.6	383	63.6
GS-12 THRU 13	590	16	2.7	17	2.9			22	3.7	535	90.7
GS-14 THRU 15	270	3	1.1	1	.4			1	.4	265	98.1
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	430	51	11.9	5	1.2			2	.5	372	86.5
UP THRU $5,499	1	1	100.0							13	46.4
$ 5,500 THRU $ 6,999	28	14	50.0	1	3.6					24	50.0
$ 7,000 THRU $ 7,999	48	22	45.8	2	4.2					8	66.7
$ 8,000 THRU $ 8,999	12	4	33.3							4	44.4
$ 9,000 THRU $ 9,999	9	5	55.6					1	.8	121	97.6
$10,000 THRU $13,999	124	2	1.6					1	.5	202	97.1
$14,000 THRU $17,999	208	3	1.4	2	1.0						
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,889	62	3.3	19	1.0			27	1.4	1,781	94.3
UP THRU $6,499	3							1	33.3	2	66.7
$ 6,500 THRU $ 9,999	239	8	3.3	4	1.7			11	4.6	216	90.4
$10,000 THRU $13,999	351	11	3.1	8	2.3			3	.9	329	93.7
$14,000 THRU $17,999	352	16	4.5	4	1.1			3	.9	329	93.5
$18,000 THRU $25,999	715	22	3.1	2	.3			8	1.1	683	95.5
$26,000 AND OVER	229	5	2.2	1	.4			1	.4	222	96.9

1970 MINORITY GROUP STUDY

TABLE 1-44

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,734	357	20.6	5	.3			5	.3	1,367	78.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,692	332	19.6	5	.3			5	.3	1,350	79.8
GS- 1 THRU 4	290	202	69.7							85	29.3
GS- 5 THRU 8	432	114	26.4	2	.5			3	1.0	314	72.7
GS- 9 THRU 11	295	13	4.4	1	.3			2	.5	281	95.3
GS-12 THRU 13	382	2	.5	2	.5					378	99.0
GS-14 THRU 15	176	1	.6							175	99.4
GS-16 THRU 18	117									117	100.0
TOTAL WAGE SYSTEMS.....	32	25	78.1							7	21.9
UP THRU $5,499	3	3	100.0								
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	7	7	100.0								
$ 8,000 THRU $ 8,999	12	10	83.3							2	16.7
$ 9,000 THRU $ 9,999	2	2	100.0							5	100.0
$10,000 THRU $13,999	5										
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	10									10	100.0

1970 MINORITY GROUP STUDY

TABLE 1-45

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,141	970	3.0	237	.7	26	.1	203	.6	30,705	95.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,781	725	2.5	180	.6	21	.1	185	.6	27,670	96.1
GS- 1 THRU 4	1,903	156	8.2	12	.6	2	.1	7	.4	1,726	90.7
GS- 5 THRU 8	4,586	224	4.9	31	.7	5	.1	25	.5	4,301	93.8
GS- 9 THRU 11	6,188	181	2.9	47	.8	4	.1	25	.4	5,931	95.8
GS-12 THRU 13	10,057	144	1.4	69	.7	7	.1	82	.8	9,755	97.0
GS-14 THRU 15	5,729	16	.3	21	.4	3	.1	46	.8	5,641	98.5
GS-16 THRU 18	318	2	.6							316	99.4
TOTAL WAGE SYSTEMS.....	2,962	245	8.3	57	1.9	5	.2	17	.6	2,638	89.1
UP THRU $5,499	43	10	23.3							33	76.7
$ 5,500 THRU $ 6,999	292	102	34.9	4	1.4			3	1.0	183	62.7
$ 7,000 THRU $ 7,999	331	73	22.1	10	3.0			3	.9	245	74.0
$ 8,000 THRU $ 8,999	435	31	7.1	3	.7	1	.2	2	.5	398	91.5
$ 9,000 THRU $ 9,999	1,053	20	1.9	22	2.1	3	.3	7	.7	1,001	95.1
$10,000 THRU $13,999	746	9	1.2	16	2.1	1	.1	2	.3	718	96.2
$14,000 THRU $17,999	62			2	3.2					60	96.8
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	398							1	.3	397	99.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999										9	100.0
$18,000 THRU $25,999	9										
$26,000 AND OVER	389							1	.3	388	99.7

1970 MINORITY GROUP STUDY

TABLE 1-46

NATIONAL CREDIT UNION ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	410	21	5.1	9	2.2	3	.7	5	1.2	372	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	410	21	5.1	9	2.2	3	.7	5	1.2	372	90.7
GS- 1 THRU 4	31	8	25.8	3	9.7	2	6.5			18	58.1
GS- 5 THRU 8	56	10	17.9	1	1.8	1	1.8			44	78.6
GS- 9 THRU 11	227	3	1.3	4	1.8			5	2.2	215	94.7
GS-12 THRU 13	75			1	1.3					74	98.7
GS-14 THRU 15	20									20	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-47

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,096	319	15.2	18	.9	4	.2	16	.8	1,739	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,049	281	13.7	16	.8	4	.2	16	.8	1,732	84.5
GS- 1 THRU 4	222	97	43.7	4	1.8	2	.9	4	1.8	115	51.8
GS- 5 THRU 8	538	122	22.7	6	1.1	1	.2	11	2.0	398	74.0
GS- 9 THRU 11	189	27	14.3	1	.5	1	.5	1	.5	159	84.1
GS-12 THRU 13	620	26	4.2	4	.6					590	95.2
GS-14 THRU 15	341	6	1.8	1	.3					334	97.9
GS-16 THRU 18	139	3	2.2							136	97.8
TOTAL WAGE SYSTEMS.....	25	23	92.0							2	8.0
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	10	10	100.0								
$ 7,000 THRU $ 7,999	4	3	75.0							1	25.0
$ 8,000 THRU $ 8,999	8	8	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	22	15	68.2	2	9.1					5	22.7
UP THRU $6,499	17	14	82.4	2	11.8					1	5.9
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5	1	20.0							4	80.0

1970 MINORITY GROUP STUDY

TABLE 1-48

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	958	162	16.9	6	.6			6	.6	784	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	936	150	16.0	6	.6			6	.6	774	82.7
GS- 1 THRU 4	52	25	48.1							27	51.9
GS- 5 THRU 8	347	108	31.1	3	.9			2	.6	234	67.4
GS- 9 THRU 11	101	10	9.9	1	1.0					90	89.1
GS-12 THRU 13	114	2	1.8	1	.9			1	.9	110	96.5
GS-14 THRU 15	222	4	1.8					2	.9	216	97.3
GS-16 THRU 18	100	1	1.0	1	1.0			1	1.0	97	97.0
TOTAL WAGE SYSTEMS.....	11	10	90.9							1	9.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	3	3	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	11	2	18.2							9	81.8
UP THRU $6,499	2	2	100.0								
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-49

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,384	780	32.7	86	3.6	11	.5	17	.7	1,490	62.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,370	775	32.7	86	3.6	11	.5	17	.7	1,481	62.5
GS- 1 THRU 4	276	161	58.3	19	6.9			2	.7	94	34.1
GS- 5 THRU 8	704	361	51.3	20	2.8	1	.1	1	.1	321	45.6
GS- 9 THRU 11	358	86	24.0	12	3.4	1	.3	5	1.4	254	70.9
GS-12 THRU 13	625	109	17.4	20	3.2	6	1.0	7	1.1	483	77.3
GS-14 THRU 15	379	55	14.5	12	3.2	3	.8	2	.5	307	81.0
GS-16 THRU 18	28	3	10.7	3	10.7					22	78.6
TOTAL WAGE SYSTEMS.....	8	5	62.5							3	37.5
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	1	33.3							2	66.7
$ 7,000 THRU $ 7,999	4	3	75.0							1	25.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6									6	100.0

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1970 MINORITY GROUP STUDY

TABLE 1-50

OFFICE OF EMERGENCY PREPAREDNESS

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	358	34	9.5			1	.3	2	.6	321	89.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	352	30	8.5			1	.3	2	.6	319	90.6
GS- 1 THRU 4	30	5	16.7							25	83.3
GS- 5 THRU 8	96	22	22.9					2	2.1	72	75.0
GS- 9 THRU 11	38	3	7.9							35	92.1
GS-12 THRU 13	45									45	100.0
GS-14 THRU 15	115					1	.9			114	99.1
GS-16 THRU 18	28									28	100.0
TOTAL WAGE SYSTEMS.....	4	4	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	2	2	100.0								
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-51

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,483	82	3.3	123	5.0	1		12	.5	2,265	91.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	948	23	2.4	52	5.5			6	.6	867	91.5
GS- 1 THRU 4	127	20	15.7	16	12.6			3	2.4	88	69.3
GS- 5 THRU 8	301	2	.7	20	6.6					279	92.7
GS- 9 THRU 11	294			7	2.4			2	.7	285	96.9
GS-12 THRU 13	191	1	.5	9	4.7			1	.5	180	94.2
GS-14 THRU 15	35									35	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,210	58	4.8	65	5.4	1	.1	5	.4	1,081	89.3
UP THRU $5,499	101	35	34.7	22	21.8			1	1.0	43	42.6
$ 5,500 THRU $ 6,999	80	15	18.8	15	18.8					50	62.5
$ 7,000 THRU $ 7,999	37	4	10.8	3	8.1					30	81.1
$ 8,000 THRU $ 8,999	388	2	.5	10	2.6	1	.3	4	1.0	371	95.6
$ 9,000 THRU $ 9,999	170	1	.6	6	3.5					163	95.9
$10,000 THRU $13,999	384	1	.3	9	2.3					376	97.4
$14,000 THRU $17,999	45									45	100.0
$18,000 AND OVER	3									3	100.0
TOTAL OTHER PAY SYSTEMS	325	1	.3	6	1.8			1	.3	317	97.5
UP THRU $6,499	120	1	.8	2	1.7			1	.8	116	96.7
$ 6,500 THRU $ 9,999										1	100.0
$10,000 THRU $13,999	1									38	100.0
$14,000 THRU $17,999	38									153	97.5
$18,000 THRU $25,999	157			4	2.5					9	100.0
$26,000 AND OVER	9										

1970 MINORITY GROUP STUDY

TABLE 1-52

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,706	476	28.0	18	1.1	1	.1	5	.3	1,204	70.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,664	451	27.1	17	1.0	1	.1	5	.3	1,190	71.5
GS- 1 THRU 4	457	290	63.5	10	2.2			1	.2	156	34.1
GS- 5 THRU 8	554	123	22.2	4	.7			2	.4	425	76.7
GS- 9 THRU 11	442	32	7.2	3	.7	1	.2	2	.5	404	91.4
GS-12 THRU 13	146	5	3.4							141	96.6
GS-14 THRU 15	56	1	1.8							55	98.2
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	28	17	60.7							11	39.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	4	80.0							1	20.0
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999	7	5	71.4							2	28.6
$ 9,000 THRU $ 9,999	6	1	16.7							5	83.3
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	14	10	71.4	1	7.1					3	21.4
UP THRU $6,499	11	10	90.9	1	9.1						
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-53

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,380	238	17.2	12	.9	2	.1	7	.5	1,121	81.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,355	225	16.6	12	.9	2	.1	7	.5	1,109	81.8
GS- 1 THRU 4	178	97	54.5	1	.6	1	.6	1	.6	78	43.8
GS- 5 THRU 8	334	104	31.1	5	1.5	1	.3	4	1.2	220	65.9
GS- 9 THRU 11	174	11	6.3	1	.6			2	1.1	160	92.0
GS-12 THRU 13	451	8	1.8	5	1.1					438	97.1
GS-14 THRU 15	180	5	2.8							175	97.2
GS-16 THRU 18	38									38	100.0
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
LP THRU $5,499	2	2	100.0							1	16.7
$ 5,500 THRU $ 6,999	6	5	83.3							1	33.3
$ 7,000 THRU $ 7,999	3	2	66.7								
$ 8,000 THRU $ 8,999	1	1	100.0							2	40.0
$ 9,000 THRU $ 9,999	5	3	60.0							2	100.0
$10,000 THRU $13,999	2										
$14,000 THRU $17,999											
$18,000 AND OVER										6	100.0
TOTAL OTHER PAY SYSTEMS	6										
LP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999										1	100.0
$14,000 THRU $17,999										5	100.0
$18,000 THRU $25,999	1										
$26,000 AND OVER	5										

1970 MINORITY GROUP STUDY

TABLE 1-54

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,509	425	6.5	112	1.7	14	.2	35	.5	5,923	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,127	94	8.3	13	1.2	2	.2	5	.4	1,013	89.9
GS- 1 THRU 4	443	51	11.5	6	1.4	2	.5	1	.2	383	86.5
GS- 5 THRU 8	504	36	7.1	7	1.4			1	.2	460	91.3
GS- 9 THRU 11	102	3	2.9					1	1.0	98	96.1
GS-12 THRU 13	38	1	2.6					2	5.3	35	92.1
GS-14 THRU 15	39	3	7.7							36	92.3
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	17	14	82.4							3	17.6
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	7	6	85.7							1	14.3
$ 8,000 THRU $ 8,999	2	1	50.0							1	50.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5,365	317	5.9	99	1.8	12	.2	30	.6	4,907	91.5
UP THRU $6,499	2,590	171	6.6	49	1.9	10	.4	18	.7	2,342	90.4
$ 6,500 THRU $ 9,999	2,723	144	5.3	50	1.8	2	.1	12	.4	2,515	92.4
$10,000 THRU $13,999	51	2	3.9							49	96.1
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-55

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,095	511	12.5	106	2.6	18	.4	23	.6	3,437	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,066	487	12.0	105	2.6	18	.4	23	.6	3,433	84.4
GS- 1 THRU 4	831	157	18.9	43	5.2	6	.7	7	.8	618	74.4
GS- 5 THRU 8	993	200	20.1	25	2.5	4	.4	8	.8	756	76.1
GS- 9 THRU 11	615	64	10.4	18	2.9	4	.7	5	.8	524	85.2
GS-12 THRU 13	1,228	57	4.6	14	1.1	3	.2	3	.2	1,151	93.7
GS-14 THRU 15	370	9	2.4	5	1.4	1	.3			355	95.9
GS-16 THRU 18	29									29	100.0
TOTAL WAGE SYSTEMS.....	20	20	100.0								
UP THRU $5,499	5	5	100.0								
$ 5,500 THRU $ 6,999	9	9	100.0								
$ 7,000 THRU $ 7,999	5	5	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	9	4	44.4	1	11.1					4	44.4
UP THRU $6,499	4	4	100.0								
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5			1	20.0					4	80.0

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1970 MINORITY GROUP STUDY TABLE 1-56

SMITHSONIAN INSTITUTION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,451	996	40.6	10	.4	6	.2	10	.4	1,429	58.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,725	529	30.7	6	.3	6	.3	10	.6	1,174	68.1
GS- 1 THRU 4	413	281	68.0	1	.2			1	.2	130	31.5
GS- 5 THRU 8	526	187	35.6	3	.6	4	.8	3	.6	329	62.5
GS- 9 THRU 11	371	48	12.9			1	.3	4	1.1	318	85.7
GS-12 THRU 13	212	10	4.7			1	.5	2	.9	199	93.9
GS-14 THRU 15	174	3	1.7	2	1.1					169	97.1
GS-16 THRU 18	29									29	100.0
TOTAL WAGE SYSTEMS.....	686	462	67.3	3	.4					221	32.2
UP THRU $5,499	73	70	95.9							3	4.1
$ 5,500 THRU $ 6,999	246	230	93.5	1	.4					15	6.1
$ 7,000 THRU $ 7,999	92	69	75.0							23	25.0
$ 8,000 THRU $ 8,999	161	70	43.5	2	1.2					89	55.3
$ 9,000 THRU $ 9,999	53	12	22.6							41	77.4
$10,000 THRU $13,999	61	11	18.0							50	82.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	40	5	12.5	1	2.5					34	85.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	18	4	22.2							14	77.8
$10,000 THRU $13,999	7	1	14.3							6	85.7
$14,000 THRU $17,999	3			1	33.3					2	66.7
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	8									8	100.0

1970 MINORITY GROUP STUDY

TABLE 1-57

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	1,058	535	50.6	3	.3			2	.2	518	49.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	381	221	58.0					2	.5	158	41.5
GS- 1 THRU 4	229	181	79.0							48	21.0
GS- 5 THRU 8	112	39	34.8							73	65.2
GS- 9 THRU 11	31	1	3.2					2	6.5	28	90.3
GS-12 THRU 13	8									8	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	443	307	69.3							136	30.7
UP THRU $5,499	139	134	96.4							5	3.6
$ 5,500 THRU $ 6,999	151	119	78.8							32	21.2
$ 7,000 THRU $ 7,999	80	42	52.5							38	47.5
$ 8,000 THRU $ 8,999	41	9	22.0							32	78.0
$ 9,000 THRU $ 9,999	18	3	16.7							15	83.3
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	234	7	3.0	3	1.3					224	95.7
UP THRU $6,499	228	7	3.1	3	1.3					218	95.6
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999										1	100.0
$14,000 THRU $17,999	1									4	100.0
$18,000 THRU $25,999	4									1	100.0
$26,000 AND OVER	1										

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1970 MINORITY GROUP STUDY

TABLE 1-58

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,774	1,622	7.4	10		11	.1	29	.1	20,102	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	14,092	1,001	7.1	2		7		3		13,079	92.8
UP THRU $5,499	8	8	100.0								
$ 5,500 THRU $ 6,999	2,250	482	21.4	1		2	.1	1		1,764	78.4
$ 7,000 THRU $ 7,999	1,984	337	17.0					1	.1	1,646	83.0
$ 8,000 THRU $ 8,999	2,894	86	3.0			2	.1			2,806	97.0
$ 9,000 THRU $ 9,999	927	46	5.0			1	.1	1	.1	879	94.8
$10,000 THRU $13,999	6,016	42	.7	1		2				5,971	99.3
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,682	621	8.1	8	.1	4	.1	26	.3	7,023	91.4
UP THRU $6,499	1,352	413	30.5	6	.4	1	.1	2	.1	930	68.8
$ 6,500 THRU $ 9,999	2,531	160	6.3	1		3	.1	5	.2	2,362	93.3
$10,000 THRU $13,999	1,602	42	2.6	1	.1			16	1.0	1,543	96.3
$14,000 THRU $17,999	1,309	4	.3					3	.2	1,302	99.5
$18,000 THRU $25,999	842	2	.2							840	99.8
$25,000 AND OVER	46									46	100.0

1970 MINORITY GROUP STUDY

TABLE 1-59

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	147,441	38,761	26.3	3,105	2.1	333	.2	1,127	.8	104,115	70.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,841	25,252	22.2	2,059	1.8	235	.2	989	.9	85,306	74.9
GS- 1 THRU 4	44,722	15,489	34.6	961	2.1	119	.3	118	.3	28,035	62.7
GS- 5 THRU 8	31,819	7,202	22.6	563	1.8	65	.2	276	.9	23,713	74.5
GS- 9 THRU 11	22,347	2,149	9.6	240	1.1	33	.1	301	1.3	19,624	87.8
GS-12 THRU 13	8,374	298	3.6	64	.8	13	.2	82	1.0	7,917	94.5
GS-14 THRU 15	6,346	109	1.7	231	3.6	5	.1	212	3.3	5,789	91.2
GS-16 THRU 18	233	5	2.1							228	97.9
TOTAL WAGE SYSTEMS.....	31,126	12,974	41.7	977	3.1	94	.3	129	.4	16,952	54.5
UP THRU $5,499	4,815	3,089	64.2	121	2.5	10	.2	4	.1	1,591	33.0
$ 5,500 THRU $ 6,999	13,436	6,345	47.2	553	4.1	45	.3	51	.4	6,442	47.9
$ 7,000 THRU $ 7,999	4,986	2,008	40.3	139	2.8	14	.3	26	.5	2,799	56.1
$ 8,000 THRU $ 8,999	3,785	799	21.1	91	2.4	14	.4	22	.6	2,859	75.5
$ 9,000 THRU $ 9,999	2,499	485	19.4	55	2.2	8	.3	14	.6	1,937	77.5
$10,000 THRU $13,999	1,591	248	15.6	18	1.1	3	.2	12	.8	1,310	82.3
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,474	535	21.6	69	2.8	4	.2	9	.4	1,857	75.1
UP THRU $6,499	1,858	470	25.3	54	2.9	2	.1	4	.2	1,328	71.5
$ 6,500 THRU $ 9,999	352	61	17.3	14	4.0	1	.3	3	.9	273	77.6
$10,000 THRU $13,999	136	1	.7	1	.7			1	.7	133	97.8
$14,000 THRU $17,999	71	2	2.8			1	1.4	1	1.4	67	94.4
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	53	1	1.9							52	98.1

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1970 MINORITY GROUP STUDY

TABLE 1-60

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	196	58	29.6					2	1.0	136	69.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	180	49	27.2					2	1.1	129	71.7
GS- 1 THRU 4	26	14	53.8							12	46.2
GS- 5 THRU 8	92	33	35.9							59	64.1
GS- 9 THRU 11	29	2	6.9					1	3.4	26	89.7
GS-12 THRU 13	10							1	10.0	9	90.0
GS-14 THRU 15	17									17	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	1									1	100.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	4	1	25.0							3	75.0
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-61

ALL OTHER AGENCIES

FULL-TIME EMPLOYMENT AS OF MAY 31, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	2,373	330	13.9	41	1.7	11	.5	7	.3	1,984	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,073	292	14.1	40	1.9	10	.5	7	.3	1,724	83.2
GS- 1 THRU 4	140	72	51.4	4	2.9	1	.7	1	.7	62	44.3
GS- 5 THRU 8	688	158	23.0	12	1.7	5	.7	3	.4	510	74.1
GS- 9 THRU 11	368	32	8.7	9	2.4	1	.3	3	.8	323	87.8
GS-12 THRU 13	328	17	5.2	5	1.5					306	93.3
GS-14 THRU 15	417	9	2.2	8	1.9	3	.7			397	95.2
GS-16 THRU 18	132	4	3.0	2	1.5					126	95.5
TOTAL WAGE SYSTEMS.....	19	18	94.7							1	5.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	4	4	100.0								
$ 8,000 THRU $ 8,999	9	9	100.0								
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	281	20	7.1	1	.4	1	.4			259	92.2
UP THRU $6,499	14	6	42.9							8	57.1
$ 6,500 THRU $ 9,999	31	10	32.3							21	67.7
$10,000 THRU $13,999	36	3	8.3							33	91.7
$14,000 THRU $17,999	24									24	100.0
$18,000 THRU $25,999	37	1	2.7							36	97.3
$26,000 AND OVER	139			1	.7	1	.7			137	98.6

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PAY RATES OF THE GENERAL SCHEDULE (5 U.S.C 5332), AS ADJUSTED BY EXECUTIVE ORDER 11576, JANUARY 8, 1971

(The top line opposite each grade number shows the rates which became effective beginning with the first pay period on or after January 1, 1971. The second line shows the rates which were formerly in effect beginning with the first pay period on or after December 27, 1969.)

GENERAL SCHEDULE - BASIC PER ANNUM RATES

GRADE	1	2	3	4	5	6	7	8	9	10	AMT. OF WITHIN-GRADE INCREASE
1	**$4,326** $4,125	**$4,470** $4,262	**$4,614** $4,399	**$4,758** $4,536	**$4,902** $4,673	**$5,046** $4,810	**$5,190** $4,947	**$5,334** $5,084	**$5,478** $5,221	**$5,622** $5,358	**$ 144** $ 137
2	**4,897** 4,621	**5,060** 4,775	**5,223** 4,929	**5,386** 5,083	**5,549** 5,237	**5,712** 5,391	**5,875** 5,545	**6,038** 5,699	**6,201** 5,853	**6,364** 6,007	**163** 154
3	**5,524** 5,212	**5,708** 5,386	**5,892** 5,560	**6,076** 5,734	**6,260** 5,908	**6,444** 6,082	**6,628** 6,256	**6,812** 6,430	**6,996** 6,604	**7,180** 6,778	**184** 174
4	**6,202** 5,853	**6,409** 6,048	**6,616** 6,243	**6,823** 6,438	**7,030** 6,633	**7,237** 6,828	**7,444** 7,023	**7,651** 7,218	**7,858** 7,413	**8,065** 7,608	**207** 195
5	**6,938** 6,548	**7,169** 6,766	**7,400** 6,984	**7,631** 7,202	**7,862** 7,420	**8,093** 7,638	**8,324** 7,856	**8,555** 8,074	**8,786** 8,292	**9,017** 8,510	**231** 218
6	**7,727** 7,294	**7,985** 7,537	**8,243** 7,780	**8,501** 8,023	**8,759** 8,266	**9,017** 8,509	**9,275** 8,752	**9,533** 8,995	**9,791** 9,238	**10,049** 9,481	**258** 243
7	**8,582** 8,098	**8,868** 8,368	**9,154** 8,638	**9,440** 8,908	**9,726** 9,178	**10,012** 9,448	**10,298** 9,718	**10,584** 9,988	**10,870** 10,258	**11,156** 10,528	**286** 270
8	**9,493** 8,956	**9,809** 9,255	**10,125** 9,554	**10,441** 9,853	**10,757** 10,152	**11,073** 10,451	**11,389** 10,750	**11,705** 11,049	**12,021** 11,348	**12,337** 11,647	**316** 299
9	**10,470** 9,881	**10,819** 10,210	**11,168** 10,539	**11,517** 10,868	**11,866** 11,197	**12,215** 11,526	**12,564** 11,855	**12,913** 12,184	**13,262** 12,513	**13,611** 12,842	**349** 329
10	**11,517** 10,869	**11,901** 11,231	**12,285** 11,593	**12,669** 11,955	**13,053** 12,317	**13,437** 12,679	**13,821** 13,041	**14,205** 13,403	**14,589** 13,765	**14,973** 14,127	**384** 362
11	**12,615** 11,905	**13,036** 12,302	**13,457** 12,699	**13,878** 13,096	**14,299** 13,493	**14,720** 13,890	**15,141** 14,287	**15,562** 14,684	**15,983** 15,081	**16,404** 15,478	**421** 397
12	**15,040** 14,192	**15,541** 14,665	**16,042** 15,138	**16,543** 15,611	**17,044** 16,084	**17,545** 16,557	**18,046** 17,030	**18,547** 17,503	**19,048** 17,976	**19,549** 18,449	**501** 473
13	**17,761** 16,760	**18,353** 17,319	**18,945** 17,878	**19,537** 18,437	**20,129** 18,996	**20,721** 19,555	**21,313** 20,114	**21,905** 20,673	**22,497** 21,232	**23,089** 21,791	**592** 559
14	**20,815** 19,643	**21,509** 20,298	**22,203** 20,953	**22,897** 21,608	**23,591** 22,263	**24,285** 22,918	**24,979** 23,573	**25,673** 24,228	**26,367** 24,883	**27,061** 25,538	**694** 655
15	**24,251** 22,885	**25,059** 23,648	**25,867** 24,411	**26,675** 25,174	**27,483** 25,937	**28,291** 26,700	**29,099** 27,463	**29,907** 28,226	**30,715** 28,989	**31,523** 29,752	**808** 763
16	**28,129** 26,547	**29,067** 27,432	**30,005** 28,317	**30,943** 29,202	**31,881** 30,087	**32,819** 30,972	**33,757** 31,857	**34,695** 32,742	**35,633** 33,627		**938** 885
17	**32,546** 30,714	**33,631** 31,738	**34,716** 32,762	**35,801** 33,786	**36,886*** 34,810						**1,085** 1,024
18	**37,624*** 35,505										

*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, $36,000).

THIS SCHEDULE APPLIES ONLY TO U. S. POST OFFICE DEPARTMENT

Salary Rates in Effect Prior to, and as of April 18, 1970, for Employees in the Postal Field Service

POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES

(Top Line in each level=RATE EFFECTIVE Apr. 19, 1970 Second Line in each level=RATE EFFECTIVE Dec. 27, 1969.)

LEVEL	PER ANNUM RATES AND STEPS											STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	11	12	
PFS-1	$5,178	$5,351	$5,524	$5,697	$5,870	$6,043	$6,216	$6,389	$6,562	$6,735	$6,908	$7,081	$173
	4,794	4,954	5,114	5,274	5,434	5,594	5,754	5,914	6,074	6,234	6,394	6,554	160
PFS-2	5,597	5,784	5,971	6,158	6,345	6,532	6,719	6,906	7,093	7,280	7,467	7,654	187
	5,182	5,355	5,528	5,701	5,874	6,047	6,220	6,393	6,566	6,739	6,912	7,085	173
PFS-3	6,050	6,252	6,454	6,656	6,858	7,060	7,262	7,464	7,666	7,868	8,070	8,272	202
	5,602	5,789	5,976	6,163	6,350	6,537	6,724	6,911	7,098	7,285	7,472	7,659	187
PFS-4	6,540	6,758	6,976	7,194	7,412	7,630	7,848	8,066	8,284	8,502	8,720	8,938	218
	6,056	6,258	6,460	6,662	6,864	7,066	7,268	7,470	7,672	7,874	8,076	8,278	202
PFS-5	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	9,422	9,657	235
	6,548	6,766	6,984	7,202	7,420	7,638	7,856	8,074	8,292	8,510	8,728	8,946	218
PFS-6	7,643	7,898	8,153	8,408	8,663	8,918	9,173	9,428	9,683	9,938	10,193	10,448	255
	7,077	7,313	7,549	7,785	8,021	8,257	8,493	8,729	8,965	9,201	9,437	9,673	236
PFS-7	8,262	8,537	8,812	9,087	9,362	9,637	9,912	10,187	10,462	10,737	11,012	11,287	275
	7,650	7,905	8,160	8,415	8,670	8,925	9,180	9,435	9,690	9,945	10,200	10,455	255
PFS-8	8,931	9,229	9,527	9,825	10,123	10,421	10,719	11,017	11,315	11,613	11,911	.....	298
	8,269	8,545	8,821	9,097	9,373	9,649	9,925	10,201	10,477	10,753	11,029	.....	276
PFS-9	9,655	9,977	10,299	10,621	10,943	11,265	11,587	11,909	12,231	12,553	.....	.....	322
	8,940	9,238	9,536	9,834	10,132	10,430	10,728	11,026	11,324	11,622	.....	.....	298
PFS-10	10,417	10,765	11,113	11,461	11,809	12,157	12,505	12,853	13,201	13,549	.....	.....	348
	9,645	9,967	10,289	10,611	10,933	11,255	11,577	11,899	12,221	12,543	.....	.....	322
PFS-11	11,574	11,960	12,346	12,732	13,118	13,504	13,890	14,276	14,662	15,048	.....	.....	386
	10,717	11,074	11,431	11,788	12,145	12,502	12,859	13,216	13,573	13,930	.....	.....	357
PFS-12	12,857	13,286	13,715	14,144	14,573	15,002	15,431	15,860	16,289	16,718	.....	.....	429
	11,905	12,302	12,699	13,096	13,493	13,890	14,287	14,684	15,081	15,478	.....	.....	397
PFS-13	14,285	14,761	15,237	15,713	16,189	16,665	17,141	17,617	18,093	18,569	.....	.....	476
	13,227	13,668	14,109	14,550	14,991	15,432	15,873	16,314	16,755	17,196	.....	.....	441
PFS-14	15,871	16,400	16,929	17,458	17,987	18,516	19,045	19,574	20,103	20,632	.....	.....	529
	14,695	15,185	15,675	16,165	16,655	17,145	17,635	18,125	18,615	19,105	.....	.....	490
PFS-15	17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926	.....	.....	588
	16,328	16,872	17,416	17,960	18,504	19,048	19,592	20,136	20,680	21,224	.....	.....	544
PFS-16	19,589	20,242	20,895	21,548	22,201	22,854	23,507	24,160	24,813	25,466	.....	.....	653
	18,138	18,743	19,348	19,953	20,558	21,163	21,768	22,373	22,978	23,583	.....	.....	605
PFS-17	21,764	22,490	23,216	23,942	24,668	25,394	26,120	26,846	27,572	28,298	.....	.....	726
	20,152	20,826	21,496	22,168	22,840	23,512	24,184	24,856	25,528	26,200	.....	.....	672
PFS-18	24,181	24,987	25,793	26,599	27,405	28,211	29,017	29,823	30,629	31,435	.....	.....	806
	22,390	23,136	23,882	24,628	25,374	26,120	26,866	27,612	28,358	29,104	.....	.....	746
PFS-19	26,865	27,760	28,655	29,550	30,445	31,340	32,235	33,130	34,025	34,920	.....	.....	895
	24,875	25,704	26,533	27,362	28,191	29,020	29,849	30,678	31,507	32,336	.....	.....	829
PFS-20	29,847	30,842	31,837	32,832	33,827	34,822	35,505*	35,505*	.....	.....	.....	.....	995
	27,636	28,557	29,478	30,399	31,320	32,241	33,162	34,083	.....	.....	.....	.....	921
PFS-21	33,171	34,277	35,383	35,505*	35,505*	.....	.....	.....	.....	.....	.....	.....	1,106
	30,714	31,738	32,762	33,786	34,810	.....	.....	.....	.....	.....	.....	.....	1,024

*Salary limited to basic pay of GS-18 by H.R. 17070.

THIS SCHEDULE APPLIES ONLY TO U. S. POST OFFICE DEPARTMENT

Salary Rates in Effect Prior to, and as of April 19, 1970, for General Schedule Employees in the Post Office Department

BUREAU OF PERSONNEL – DEPARTMENT PERSONNEL OFFICE

GENERAL SCHEDULE-BASIC PER ANNUM RATES

(Top Line in each grade=RATE EFFECTIVE April 19, 1970)

(Second Line in each grade=RATE EFFECTIVE Dec. 28, 1969)

GRADE	PER ANNUM RATES AND STEPS										STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	
GS-1	$ 4,455	$ 4,603	$ 4,751	$ 4,899	$ 5,047	$ 5,195	$ 5,343	$ 5,491	$ 5,639	$ 5,787	$ 148
	4,125	4,262	4,399	4,536	4,673	4,810	4,947	5,084	5,221	5,358	137
GS-2	4,991	5,157	5,323	5,489	5,655	5,821	5,987	6,153	6,319	6,485	166
	4,621	4,775	4,929	5,083	5,237	5,391	5,545	5,699	5,853	6,007	154
GS-3	5,629	5,817	6,005	6,193	6,381	6,569	6,757	6,945	7,133	7,321	188
	5,212	5,386	5,560	5,734	5,908	6,082	6,256	6,430	6,604	6,778	174
GS-4	6,321	6,532	6,742	6,954	7,165	7,376	7,587	7,798	8,009	8,220	211
	5,853	6,048	6,243	6,438	6,633	6,828	7,023	7,218	7,413	7,608	195
GS-5	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	235
	6,548	6,766	6,984	7,202	7,420	7,638	7,856	8,074	8,292	8,510	218
GS-6	7,878	8,140	8,402	8,664	8,926	9,188	9,450	9,712	9,974	10,236	262
	7,294	7,537	7,780	8,023	8,266	8,509	8,752	8,995	9,238	9,481	243
GS-7	8,746	9,038	9,330	9,622	9,914	10,206	10,498	10,790	11,082	11,374	292
	8,098	8,368	8,638	8,908	9,178	9,448	9,718	9,988	10,258	10,528	270
GS-8	9,672	9,995	10,318	10,641	10,964	11,287	11,610	11,933	12,256	12,579	323
	8,956	9,255	9,554	9,853	10,152	10,451	10,750	11,049	11,348	11,647	299
GS-9	10,671	11,026	11,381	11,736	12,091	12,446	12,801	13,156	13,511	13,866	355
	9,881	10,210	10,539	10,868	11,197	11,526	11,855	12,184	12,513	12,842	329
GS-10	11,739	12,130	12,521	12,912	13,303	13,694	14,085	14,476	14,867	15,258	391
	10,869	11,231	11,593	11,955	12,317	12,679	13,041	13,403	13,765	14,127	362
GS-11	12,857	13,286	13,715	14,144	14,573	15,002	15,431	15,860	16,289	16,718	429
	11,905	12,302	12,699	13,096	13,493	13,890	14,287	14,684	15,081	15,478	397
GS-12	15,327	15,838	16,349	16,860	17,371	17,882	18,393	18,904	19,415	19,926	511
	14,192	14,665	15,138	15,611	16,084	16,557	17,030	17,503	17,976	18,449	473
GS-13	18,101	18,705	19,309	19,913	20,517	21,121	21,725	22,329	22,933	23,537	604
	16,760	17,319	17,878	18,437	18,996	19,555	20,114	20,673	21,232	21,791	559
GS-14	21,214	21,921	22,628	23,335	24,042	24,749	25,456	26,163	26,870	27,577	707
	19,643	20,298	20,953	21,608	22,263	22,918	23,573	24,228	24,883	25,538	655
GS-15	24,716	25,540	26,364	27,188	28,012	28,836	29,660	30,484	31,308	32,132	824
	22,885	23,648	24,411	25,174	25,937	26,700	27,463	28,226	28,989	29,752	763
GS-16	28,671	29,627	30,583	31,539	32,495	33,451	34,407	35,363	35,505*	.....	956
	26,547	27,432	28,317	29,202	30,087	30,972	31,857	32,742	33,627	.....	885
GS-17	33,171	34,277	35,383	35,505*	35,505*	.....	.....	.....	.....	.....	1,106
	30,714	31,738	32,762	33,786	34,810	.....	.....	.....	.....	.....	1,024
GS-18	35,505	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	35,505	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

POD SCHEDULE 4

*Salary limited to GS-18 by H.R. 17070.

☆ U. S. GOVERNMENT PRINTING OFFICE : 1971 435-976/1381